









# **OCCUPATIONAL WAGE SURVEY**

**GENERAL REPORT (1958-59)**

**LABOUR BUREAU  
MINISTRY OF LABOUR AND EMPLOYMENT  
GOVERNMENT OF INDIA**





# ERRATA

	FOR	READ
1. <i>Page 16—Statement 2-2:</i>		
Against Tobacco Curing Works in column (5)	(2-9)	(3-0)
Against Cashewnut Factories:		
in column (6)	8	7
in column (5)	(10-5)	(5-3)
2. <i>Page 18—para 1-05, line 20:</i>	clearing	clearing
3. <i>Page 28—Statement 3-3:</i>		
Against Jute Textile in column (6)	5	51
4. <i>Page 30—Statement 3-3:</i>		
Against Mica Mines in column (6)	(100-0)	consider deleted
5. <i>Page 53—Footnote:</i>		
Reference to Fair Wage Committee Report	p.31	p.33
6. <i>Page 90—Statement 7-8:</i>		
Against Railway Workshops in column (14)	4-38	3-06
Against Tramway Workshops:		
in column (14)	3-06	consider deleted
in column (15)	3-06	
in column (16)		
7. <i>Page 95—Statement 8-3:</i>		
Against Bombay and Bombay Suburban		
in column (7)	(61-6)	(61-8)
8. <i>Page 127—line 11:</i>	group	groups
9. <i>Page 193—Statement XX:</i>		
Against "Percentage of workers in the above occupations"		
in column (11)	74-5/*	74-5/-*
10. <i>Page 215—Statement XXXII:</i>		
Against Serial No. 15 (Name of occupation)	Button Hole Marker	Button Hole Maker
Against 'Stitcher'		
in column (6)	1-33 1-37	1-33/1-37*
Against 'Packer'		
in column (6)	0-67/	0-67*



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## PREFATORY NOTE

The working-population in modern industrial society is composed of a series of functional groups, living in some areas and working in others, mingling at some points and segregating at others, and revealing, when analysed, certain characteristic problems of division of labour, specialization of functions, conditions of living and social stratification. Within the larger working-class community there exist a large variety of minor labour communities, or ecological clusters, many of them strikingly different one from the other, but all more or less typical in their structure and function. Such minor labour communities may be rural or urban, simple or complex, but each should be understood as a stable institution characterized by common interests and common patterns of social and economic relations. It should not be assumed, however, that such unity excludes economic differentiation and social stratification, because its solidarity depends not on the absence of differences within it but rather on the absence of certain barriers to the liberation and the consequent adjustment of these differences.

Investigation into problems of labour, by its very nature, demands a knowledge of the salient features of the working-class community within which it is pursued. It is necessary to obtain a continuous and consistent account of the spatial and temporal relationships of natural groupings, of their economic and social systems, occupational differentiation and corporate associations, as well as the processes and focal points of disorganization, in order to build up an accurate and detailed picture of the origins and changing qualities of contemporary labour problems. If certain problems of small occupational groups, e.g. poverty and dependency, unemployment and under-employment, health and housing, are viewed as symptoms of the large community configuration, it must be studied in what manner and to what extent they are intertwined and interrelated with wider social problems which demand not individual but collective action for their solution.

Basic social facts concerning age and sex distribution, marital and social status, general and vocational education, economic divisions, skills and mobility, are not mere statistical abstractions. They have a direct bearing upon the size of the working population entering the labour market, the number of persons at the optimum working-age, the proportion of dependants to wage-earners and the values and attitudes of ecological groups. Classification of labour groups according to regions of origin is equally significant in the study of regional make-up and the problems of adaptation which arise from differences in standards of living, health and endurance, occupational segregation and attitude to job-settlement. Obviously, the most important information is provided by an analysis of the present occupational and industrial classification of the labour force with special reference to background changes in order to throw some light on the main course which the employments of the working population have taken up to the present.

Along with an analysis of the size and composition of the working population, it is necessary to consider the character of the industrial activity of the



community which constitutes the most significant setting of the skills and occupational status of the workers. Since a detailed analysis of skills, in the sense of the types of workers required by particular industries, resolves itself into an examination of occupations, it is important that the distinction between industry and occupation should be made clear at the outset. Whereas an industry is a production unit, employing workers of various occupations, skills and functions, an occupation is a particular type of work, a calling or a craft, comprising all persons doing the same work. The classification of the gainfully employed population both industrially and occupationally is necessary, because the supply of labour has usually to be considered in occupational terms and the demand for labour in terms of the industrial complex.

Although, in a broad sense, the terms *industry* and *occupation* may sometimes be used with the same connotation in classifying the different groups of employed workers, the *industrial classification* is a larger numerical grouping of the working force, such as labourers, mechanics, truck-drivers, salesmen, packers, supervisors, electricians, engineers, office staff, etc. On the other hand, the *occupational classification* may include numerically smaller but distinct groups of workers concerned specifically with well-defined jobs or types of operational skill involved in the making of a product. For instance, *occupationally*, all carpenters, masons, painters, electricians, plumbers, welders, and other related workers are in the Construction Group; *industrially*, some of them are employed in manufacturing, mining, transport, service and trade establishments. While these points of definition are of great concern in making statistical comparisons, the basic data from these classifications throw light upon the range of occupations at any given time, the field which they offer to male and female workers, the industries offering positions to definite occupational types, and similar questions.

The extent to which the industry is an employer will depend on the nature of its product and the character of its operations. Obviously, over the range and diversity of productive processes, there are wide differences in the proportionate importance of the part played by labour in relation to capital equipment, materials and other agents of production. The proportion which labour costs form of the aggregate is bound to be a primary factor affecting the demand of industry for labour. If the size of working force is small, and labour costs therefore vary little in relation to changes in the volume of output, the workers in that industry are more likely, for that reason, to enjoy stable employment. But a large proportion of labour costs may imply either that working force should, as a whole, vary directly in size with fluctuations in production or in market prices or that the working force should be adjusted by selective retention or replacement of workers according to occupations. For example, a highly skilled worker may be an asset to be retained and an unskilled worker may be easily replaced. Although seasonal, cyclical or technological changes do not exhaust the forces affecting the demand for labour, they do, in the main, influence the recruitment or retrenchment of certain occupational groups represented by *seasonal* and *casual* types of workers.

Different industries need different kinds of labour for different periods. The employments that they offer are for every degree of skill. But, this is only the aggregate aspect of the picture. Demands for labour are specific, not general,

for particular types of worker at particular tasks and for varying periods of time. Therefore, on the supply side, the area of the labour market which is open to the workers seeking employment, depends, in the first instance, on his occupational skill, experience or qualifications. The highly skilled workers (such as, electronic workers, mineral treaters, glass cutters, machine welders, etc.), must find their employment within a fairly restricted range of industries unless, voluntarily or by force of circumstances, they are trying for jobs completely different from those for which they have been specially trained. The semi-skilled workers, on the other hand, (e.g. general mechanics, fitters, machine operators, truck drivers, packers, etc.), sell their services in the labour market much wider in scope, but usually at a lower rate. They are able to move with less difficulty from one industry to another for the very reason that their work is not highly specialized. The unskilled labourer, however, seeks his work in any industry wherever manual labour is needed, or extra-hands may temporarily be taken on, and though he has a much wider field than the semi-skilled and much greater and less enviable uniformity of working conditions, his wages lie at the lowest level.

An analysis of labour supply, along the lines of skill and occupational technique, assumes significant importance in view of a definite tendency for the character and severity of unemployment, or the scope and stability of employment to vary between occupation groups. Occupational skill is a matter of many qualities, besides the specialized technique of a *trade*, e.g. reliability, strength, dexterity, ability to work with others, familiarity with the customs of the plant, etc. Therefore, as a composite quality, occupational skill is one of the most constant of the differentiating factors to be observed in the supply of labour in the labour market, that is : high skills and specialized training which keep the workers securely in the higher ranks, deficiencies of skill or training which confine workers to the lower ranks, and absence of skill which makes the call on labour intermittent or casual. At any given time, whatever economic causes may be responsible for fluctuations in the demand for labour, only a small proportion of the available supply is represented by skilled and semi-skilled workers who are changing from one job to another in the same type of industry as their former job or in an entirely different occupation. But a considerable proportion of the unemployed is represented by the floating unskilled occupational groups who are in the market because the jobs for which they were engaged are over, or who have left their jobs, or have been laid-off for some other reason. Naturally, even when the demand for labour, in general, is the keenest, there may be some unemployment among *casual* and *seasonal* workers who form the lowest rung of the occupational ladder.

Occupational structure may be viewed in two ways: (1) it may be regarded as an enumeration of the working population according to economic functions performed, and (2) it may be taken as showing the types of work normally available, the potential employment activity as it were. In practice, therefore, the problems of demand (particular industries), and supply (occupational groups) are interrelated, and the industrial and occupational aspects of the labour supply can be brought together if analysis is made of workers grouped initially by the industries employing them and by the occupations represented in each industrial group. The purpose of such a composite analysis of occupational and industrial structure is to give a general perspective of the actual

employment-roll, and not of workers currently in the employment market. Apart from the nature of occupational skills and their distribution among the gainfully employed working population, both men and women, it should also throw light upon wages and income, wage differentials, employment security, occupational mobility, social status and other economic and social variables.

In accordance with current popular usage, occupation may be defined as a specific and relatively continuous activity with a market value, pursued for the purpose of earning a livelihood and maintaining a definite social status. Since the modern industrial society is largely organised on an occupational basis, it is the occupation which, in fact, distinguishes one worker from the other, giving each occupational type a distinct individuality and independence. While dovetailing individuals into the innumerable spheres of activity, it tends to unite, at the same time, congeries of individuals into definite interest groups, and vitally affects their social life and emotional associations.

Although the meaning and scope of the term occupation have varied with changes in historical conditions, the three different approaches which have always indicated the specific content of this term are: (1) *technological*, i.e., the specific manual or mental operations involved in the execution of occupational work; (2) *economic*, i.e., the income yield of an occupation which serves to provide for livelihood; and (3) *social*, i.e., the social status or prestige acquired by virtue of occupational position. But the economic aspect is relatively the most important; the social status itself being the function of income determined by occupational position. Naturally, therefore, certain wage rates and employment status tend to be associated with definite occupations; and, in such a perspective, the causal relationship between income and occupation of the gainfully employed persons is of crucial significance in explaining the contemporary occupational stratification.

Some striking features of the occupational structure of industrially developed countries are worth noting : *First*, that despite rapid technological changes which have created new skills, and greater facilities for mobility in the particulars resulting in a fluidity of occupational lines, the larger occupational strata, and hence the structure as a whole, remains fairly stable over a long period of time. This is the result of two forces working simultaneously, though in varying proportions : one, identified as the rational adaptation to the demands of technological change, and the other, as traditional adherence to the occupational hierarchy of the past. *Second*, that the modern occupational concept has resulted in the development of a definite group ideology and a code of occupational ethics, and there is a growing tendency toward a corporate organization of occupations. This process of social organization, the modern counterpart of a closed type of community, is accelerated by the ideology of class-consciousness, and explains many conflicts as to principles of labour organization. *Third*, notwithstanding, that occupation is essentially an economic or technological fact, the modern industrial community allocates a definite esteem value to specific occupations which are generally related to their social utility or high income. Unlike liberal professions, where social position may often appear to be in inverse ratio to income, there is always a rough correspondence of social prestige to occupational status in business and industry. *Fourth*, that the sex barrier to occupation has been removed, and equal wages

are generally paid to men and women for equal work in the same type of job or occupation. While there is considerable difference in actual accessibility of certain occupations to women workers, the number of gainfully employed among women has steadily increased, and women's occupational work has become indispensable in certain manufacturing, genetic and extractive industries.

While opportunities are available in India for an unlimited discretion and genuine freedom of occupational choice, there still exist certain tangible obstacles to a complete harmony between individual capacity and its occupational utilization. Thus, while improvements in physical means of transport and communication have facilitated spatial mobility, the opportunities for occupational mobility are neither varied nor commensurate with the country's total economic development due, largely, to lack of effective organization in the labour market. The effects of technological change do not stop short of occupational-change or skill-displacement; with the increase of mechanization and rationalization of the processes of production, the semi-skilled operations become more and more typical. In so far as vocational training is costly, and facilities for it inadequate, it acts as a barrier not only to admission to certain occupations, but also to a change of occupation.

Although, a statistical picture of the country's occupational structure, for a given period of time, is represented here by the Occupational Wage Survey, and reflecting, as it does, certain quantitative aspects of the gainfully occupied production workers in factories, mines and plantations, it is hazardous to draw any inferences as to the past developments or future possibilities unless serial data are available along with other relevant information. Nor is it possible to assess the occupational abilities and aptitudes, as well as other personal factors which make for occupational success or failure, which are still in an experimental stage and should form the subject-matter of independent enquiries. Nevertheless, this survey throws light not only upon the numerical aspects of employment according to representative occupational groups, but also on their employment status, wages and earnings, and concentration and dispersion according to sex-groups, time and piece work, job description and wage differentials. This information should be of considerable value in the assessment of man-power requirements at different levels and points of time, measurement of changes in occupational structure due to technological change, as well as, demand for and supply of labour according to skills.

With emphasis on occupational classification, the presentation of data on wage rates and earnings, in this survey, marks a radical departure from the generalized industry approach adopted in most of the wage statistics available in India. Information on wage rates for an industry as a whole does not provide a true picture of the disposition of workers at different levels and in different occupations. Such specific categorization according to wage levels is possible only from a detailed analysis of the occupational structure. This analysis is of particular value to wage-fixing authorities who seek information on wage-rates and wage-differentials according to specific jobs and occupational nomenclature. Apart from their significance in wage determination, occupational wage data provide the basic material for defining and establishing suitable relationships between workers, jobs, and groups of jobs. For working out schemes

of standardization of wages in an area or industry, data on existing occupational wage differentials are an essential pre-requisite, but no study of wage differentials between well-defined occupations could be possible in the absence of readily available occupational wage data in an analytical form.

One of the basic principles of wage fixation is that in a given area and industry the prevailing wage should, other things being equal, be the same for work of similar nature. It is not uncommon, therefore, for wage-fixing authorities to take into account this underlying principle of wage adjustment in availing out their awards and decisions. Moreover, in order to ensure equal pay for equal or roughly equivalent work, or to maintain traditional or competitive wage differentials, the wage-fixing authorities must once again draw upon the existing data on occupational wage-rates and earnings furnished by the survey. Basic information on the occupational structure of labour supply is of special significance in determining the workers' present economic quality or occupational value whenever, in the process of collective bargaining, employers and workers take positions on the basis of inter-industry wage rates in similar occupations. Within the industry itself, occupational wage data facilitates not only the construction of occupational description in terms of those factors that affect the worker, particularly, with respect to the duties of the occupation, salary limits, piece-work setting, internal transfers and training programmes, but also the drawing up of progress charts and promotion plans, the measurement of changing personnel situation, as well as the assessment of varying labour costs.

Even at their best, however, occupational wage statistics can scarcely undertake to explain fully the various factors and forces involved in the evolution of occupational wage structure. Besides quantitatively measurable changes, the impact of democratic social institutions has brought forth a series of qualitative changes which are too complex and ambiguous for statistical comprehension. The causal relationship between occupational wage differentiation and social stratification cannot apply equally to social groups at the upper levels or at the broad base of the social pyramid. Likewise, the question of social costs, implying the securities concerning jobs, incomes, social standards and traditional values, which do not wholly disintegrate or give way under the impact of occupational change, can be answered only superficially by statistical analysis. Furthermore, an examination of occupational status and income level reveals only a relation between market price and service rendered; it fails to provide a clue to the well-being of the worker which, as a social concept, is embodied in the formula for the fair wage. Social welfare of the individual worker, of definite occupation groups, or of the working-class community as a whole, is less amenable to the field of labour statistics than to the realm of social philosophy.

## SCOPE OF THE SURVEY

### 1. *Wages and Wage Policy*

1·01. Wages are the price of labour power considered as a commodity. They constitute an important element in the expense of production, and a form of income for large masses of the working population. A legally free labour contract between the employer and the employee is supposed to be a necessary institutional characteristic of wages.

1·02. In a broad sense, wages are defined as remuneration for labour, and include payments in cash or kind and according to time-rate or piece-rate, or a combination of both these systems of payment. Since the income of manual workers and the remuneration of non-manual workers are usually treated in economic theory as wages, sometimes with the important exception of payment for managerial services, wages are restricted, in a more special sense, to the reward of those workers who are employed to do a large part of the productive work, manual or mechanical, and are paid at stipulated rates at short stated intervals.

1·03. Wages may be distinguished from wage-rates more as an institutional fact rather than a logical necessity. Whereas wages are contractual incomes and represent actual remuneration to labour, wage-rates, whether piece-rates or time-rates, or whether fixed in money or in goods, are the basis of compensation and agreed upon by the payers and the recipients of wages before the product is sold. Wage-rates are connected as causes and effects with a number of economic conditions, such as, the number of workers employed and the duration of work, the amount and price of land and capital used, the salaries of managerial services required, the price and output of the product, etc. In a fully competitive labour market, therefore, a competitive wage-rate for an absolutely interchangeable worker will be fixed at a level determined by these economic conditions. However, a new wage-rate, higher than the competitive wage-rate, may be obtained by a trade union or a wage-fixing public authority as a lever to augment the output of workers in an industry or region.

1·04. A considerable amount of wage differentiation is to be observed between industries and regions along the lines of occupations, age and sex of workers. Wage differentiation as between the major branches of production is largely due to differences in the structure of the labour market and the differences in the composition of the labour force as to skill and strength. The factors which make for the persistence of regional wage differentials are varied and many, but important among them are ignorance of better opportunities elsewhere, and barriers of local social ties. Regional wage differences may also reflect certain measurable differences in the productivity of labour and efficiency of industrial organization.

1·05. Differences in the wages paid in different occupations are attributable mostly to the circumstance that variations in the rates of growth of different industries, as well as in the demand for specific occupational skills, cannot be

met promptly by equal variations in the apportioning of the labour supply. Moreover, wage differentials may be the result of trade union activities which tend to widen the margin between the wages paid in the well-organized and the un-organized industries. Likewise, the wage-fixing public authority may also effect a diminution in the difference between the wages paid to men and women workers or in skilled and unskilled employments.

1·06. The general wage level, and the pattern of wage-rates prevailing in different areas, industries and occupations reflect the material well-being of the working-class community. Ever since the introduction of money economy, the living standards of the working population have depended, more or less, on levels of personal earnings. Other types of income are at times significant but for most workers personal earnings constitute the major source of income. Earnings or take-home wages which provide the means for livelihood tend, in the long run, to conform very closely to the income needed to enable the labouring population to maintain its customary standard of living.

1·07. The dynamic nature of the concept of standard of living is seen in a set of prospective adjustments to life-conditions called for by needs that have sprung up out of present adjustments and future development. Although ever striving to improve their existing plane of living, most wage-earners never attain the standard or the ideal which they seek and want. Their existing level of living represents only an adaptation of aspirations to economic necessity; it approaches the standard of living as increased income permits the consumption of an increasingly greater quantum and variety of things desired. The level of living, which can be obtained from a given amount of wages, depends much upon their purchasing power, i.e., upon the goods and services which workers can buy for themselves and their families, and is expressed in terms of real wages or the existing content of living. The computation of real wages enables the comparison of the real values of wages despite changes in prices of goods and services in the purchase of which wages are usually spent, and provides tangible indicators of the prosperity of wage earners in the unending struggle for higher levels of living.

1·08. In the whole range of labour policy there is no question more controversial than wages; nor is there any other problem more relevant to the basic realities of economic existence. If standards of living are to be improved substantially, and if abiding industrial peace is to be achieved effectively, it is imperative that a progressive wage policy should be evolved in harmony with the changing wants of the working class community. Where wage-rates are regulated by public authority, the question at once arises whether at any given time the interests of wage earners, and of the community as a whole, can best be served by action designed to raise, to maintain, or to reduce the rates of wages fixed. In designing a suitable labour policy, rigid or flexible, it is necessary to take into account the effect of any action programme on employment, earnings and industrial activity.

1·09. Although wages may be left to direct negotiations between employers and employees, the result of these negotiations may be influenced by various aspects of national economic policy and wider social situation. In this perspective, wages should be considered as a means to achieve the social ends, and progressive wage policy should aim at legislative action calculated to evolve

a consistent pattern of wage structure for the purpose of attaining specific objectives of social and economic policy. The social objectives that a progressive wage policy may be instrumental in attaining are the elimination of exceptionally low wages and wide wage-differentials, the establishment of fair labour standards, and the protection of wage-earners from the effects of rising prices.

1.10. In a competitive and balanced economy, rates of wages are usually a matter for the employers and workers to negotiate between themselves. The rates of wages so determined represent, presumably, the optimum for the individuals and groups directly concerned, as well as for the general welfare. But experience has shown that the modern industrial society, although ever striving, seldom attains an ideal balance of power among the several groups concerned. It becomes, therefore, a matter of State policy to intervene in order to mitigate the effects of the imbalances and inequalities. Statutory wage regulation may become necessary to protect a particular group of workers or employers who happen to be in a relatively weak bargaining position, to protect the health and welfare of particular workers by enabling them to secure subsistence living, or to protect the national economy by increasing wages and purchasing power or by preventing sharp rises in wages in order to stabilise purchasing power and prevent inflation. The fixing of minimum wages is, undoubtedly, the most popular objective of labour policy in underdeveloped countries.

## 2. Wage Policy in India

2.01. In India, as in most of the democratic countries, there has been a gradual shift in the attitude of the State from that of *laissez faire* to positive intervention in matters of wage fixation. During the early stages of industrialisation when labour was plentiful as well as unorganised and public attitude was almost indifferent, Government followed a policy of non-intervention in matters of wages. The wage rates offered by employers and wage levels that emerged were low. The rates once fixed gradually became the ruling rates and came to be invested with the respectability of time and tradition and continued to influence and be adopted by employers in subsequent wage fixation.

2.02. The period of the First World War and the years that followed witnessed ever increasing public interest in the promotion of social justice and steady growth of labour organisations. These resulted in increasing demands for higher wages and better living conditions. With a view to preventing such demands from disturbing industrial harmony and public peace, Government was compelled to pass the Trade Disputes Act to set suitable machinery for the settlement of disputes. This measure was only of a preventive nature. Nevertheless, it is significant in the sense that it sowed the seeds of adjudication system which in later years played a major part in wage fixation and formulation of wage policy. The first direct step in the matter of wages was taken in 1936 when the Government of India passed the Payment of Wages Act. This law was designed to check abuses in the payment of wages and to secure prompt and regular settlement of dues of workers. It had nothing to do with the fixation of wages as such.

2.03. The adjudication system was put to considerable use during the emergency period of the Second World War. The Government of India, anxious



to prevent any slow down or dislocation of the production efforts of the country's industries, took special powers under the Defence of India Rules to refer any dispute for compulsory adjudication and to prohibit strikes and lock-outs during the period of such reference. The adjudication machinery, set up during the War, was suitably modified after Independence and incorporated in the Industrial Disputes Act, 1947 and since then it has played a most significant role in the field of wage fixation. Numerous wage disputes in many industries have been referred for adjudication to Industrial Tribunals, Industrial Courts, etc., during the last 15 years. The Awards given by these authorities not only helped the formulation of a body of principles governing wage fixation but laid foundations of the present wage structure in most of our major industries like Cotton Textile, Jute Textile, Engineering, Coal Mines, etc. The decisions of the Bombay Industrial Court in the disputes relating to the Cotton Textile industry in such centres as Bombay, Ahmedabad, and Sholapur; the awards of the Industrial Tribunals, Calcutta, relating to Jute, Cotton, Engineering, etc., the Venkataramaiah award for the Cotton Textile industry in Madras State, the award of the All-India Collieries Tribunal, awards of the Industrial Tribunals relating to the Sugar Industry in Bihar and U.P., are all important landmarks in the field of wage fixation. Under many of these awards, apart from wage fixation (including allowances), schemes of standardisation were also introduced for the first time.

2-04. Though adjudication continued to be the main instrument of wage fixation, Government gave active encouragement to conclusion of collective agreements. However, despite the encouragement, this system did not gain the desired popularity and except for some individual units, where the agreed wage rates were fixed by this method, it has not been much in evidence in India. Among the notable examples of this method of wage fixation may be cited the instance of the Tata Iron and Steel Company, wherein a comprehensive wage structure has been worked out by agreement between the management and the trade union organisation of the workers and the wage agreement in the plantations.

2-05. The support and the encouragement to the above two methods only indicated the positive interest which the Government took in the improvement of wages but not active intervention in fixation of wage rates. This phase started only in 1948. Since adjudication and collective agreements were generally confined to those industries in which employees were organised enough to raise collective demands, wage rates in a large number of industries which were located in isolated areas or where workers were unorganised, continued to remain low. To remove sweated conditions in such industries and to ensure payment of at least a minimum wage to workers, the Minimum Wages Act, 1948, was passed providing for the fixation of minimum rates of wages by Government through notification or on the advice of Committees appointed for the purpose. At about the same time, a Fair Wages Committee was also constituted to determine the principles on which fair wages should be based and to suggest the lines on which those principles should be applied. The Committee's recommendations, though not given a statutory form, exerted a great influence on the decisions of the subsequent wage fixing authorities.

2-06. Wedded to the democratic system, the Government of India, particularly since the attainment of Independence, has widely used another

instrument of wage fixation, viz., Wage Boards, Wage Committees or Commissions. These bodies have generally been tripartite in composition and were entrusted with the job of wage fixation in an industry in the whole State or region or in the country as a whole. Generally, when the wage dispute concerned the entire industry in a region or a State, or in several States, it was felt that the ordinary machinery of adjudication would be inadequate to deal with a problem of such magnitude and as such a special Wage Board or Committee was entrusted with the job. Experience also has proved that decisions arrived at by mutual consultation and agreement between the parties to a dispute with the assistance of an impartial outside agency, are likely to be more permanent and less prone to be disputed by either of the parties, than decisions given unilaterally by an Adjudicator or Tribunal. Therefore, wage fixation by Committees or Boards, comprising independent members and representatives of employers and workers, has been increasingly resorted to by Governments in recent years. Among such Committees, Boards, etc., may be mentioned the two Central Pay Commissions of 1947 and 1957 and the Wage Boards for the Cotton Textile, Cement, Sugar, Jute and Plantations set up by the Central Government; and at the State level, the Wage Board for the Silk Industry in Bombay and the Wage Committees appointed by several State Governments under the Minimum Wages Act.

2-07. The above actions only indicated the attitude of Government towards wage regulation. The first clear and formal enunciation of wage policy was contained in the First Five Year Plan. The policy statement in the Plan, while cautioning against a general upward movement of wages which would set in motion a wage-price spiral, recommended that wage increases should be granted mainly to remove anomalies or where the existing rates are very low, and to restore the pre-war real wage as a first step towards the living wage. While expressing the hope that the tripartite machinery visualised should evolve, in precise terms, the norms and standards which should guide Wage Boards or Tribunals in settling questions relating to wages, the Plan recommended that the course of action in this respect should be governed by the following considerations: (a) All wage adjustments should conform to the broad principles of social policy and disparities of income should be reduced to the utmost extent; and the worker must obtain his due share in the national income. (b) The claims of labour should be dealt with liberally in proportion to the distance which the wages of different categories of workers have to cover before attaining the living wage standard. (c) The process of standardisation of wages should be accelerated and extended to as large a field as possible. There should be a progressive narrowing down of disparities in the rates of remuneration of different classes of workers in the same unit, of workers engaged in similar occupations in different units of the same industry, of comparable occupations in different industries and in wages in the same industry at different centres. It further recommended that a scientific assessment of the relative work load in different occupations and industries should be taken up.

2-08. In addition to suggestions for the full and effective implementation of the Minimum Wages Act, and for an expert study into the question of wages, profits, terms and conditions of payment, etc., the Plan recommended "The setting up of permanent Wage Boards with a tripartite composition, in each State and at the centre to deal comprehensively with all aspects of the question

of wages, to initiate necessary enquiries, collect data, review the situation from time to time and take decision regarding wage adjustment.....”.

2-09. During the Second Five Year Plan also, the essential features of the labour policy enunciated in the First Plan were retained, while making suitable changes called for in the light of the socialistic pattern of society within which setting the Second Plan was framed. Among the important recommendations of the wage policy during the Second Plan were :

- (a) the introduction of payment by results in areas where at present this principle does not apply (subject to adequate safeguards for workers, the main guarantees being a minimum (fall back) wage and protection against fatigue and undue speed up);
- (b) the conduct of a wage census which should provide sufficient facts and a suitable basis for the formulation of principles, etc., by the wage fixing authorities;
- (c) the institution of enquiries for the revision of the present series of cost of living indices so as to facilitate consideration of demands of employees regarding the merger of a part of the dearness allowance into basic wages; and
- (d) the setting up of tripartite Wage Boards for individual industries in different areas as such Boards, consisting of equal representatives of employers and workers and an independent chairman, are likely to ensure more acceptable decisions.

2-10. The Third Plan while reiterating the need for a purposeful pursuit of the policies on wages enunciated in the Second Plan suggested that studies should be organised on aspects like wage differentials, the manner of linking wages to productivity, the norms on the basis of which gains in productivity should be shared, etc.

### 3. *Genesis of the Survey*

3-01. The availability of accurate statistical information on wages is a ‘*sine qua non*’ for effective action by Government in the field of wages. The soundness of the wage policy as well as the effectiveness with which it is implemented in practice depend very largely on the quality and quantity of information which is available. A successful and socially significant wage policy can be built up only on the strong foundations of correct and meaningful data on various aspects of the problem such as wage determination and payment, wage levels, wage structure and wage security, information on different forms and systems of wage payment including time-rates, piece-rates and other incentive systems, on the methods and machinery for wage determination, on levels of wages and relative wages in different industries and occupations, on the wage structure in various industries and on wage guarantee, etc. Such detailed data are also required by the wage Boards and other wage fixing authorities, for a proper appraisal of the existing position and for the determination of the future wage pattern acceptable both to employers and employees. When it is realised that disputes relating to wages and earnings constitute a large proportion of industrial disputes in general, the ready availability of such data and their role in facilitating reasonable settlements assume greater significance.

3-02. The absence of correct and complete wage data in the country has, from time to time, been critically commented upon by various Commissions and Committees such as the Royal Commission on Labour, the Labour Investigation Committee and several wage fixing authorities. The data, at present available from the various sources\* suffer from various limitations and deficiencies which render them of limited utility. For instance, some wage statistics are collected in the forms prescribed under various Labour Acts but these forms are primarily designed to obtain only such data as are relevant to and necessary for the purposes of administration of the particular Act and thus are ill-suited to serve the needs of new wage problems and requirements of later years arising in the context of a developing economy. There are differences not only in the details of the data collected but also in the concepts and definitions used. Further, the data available from different sources often relate to widely different periods and are hardly comparable. Apart from such deficiencies, the non-availability of data on occupational wage rates and earnings constitutes the most important shortcoming of the existing wage statistics in India. The value of occupational wage data for proper appreciation and evaluation of wage differentials as between industries, areas or units hardly needs any comments. Besides some attempts by certain agencies in this direction, the Labour Bureau has been trying in recent years to collect such data for some industries mainly by the mail questionnaire method. This attempt, apart from being restricted in scope, suffered from limitations inherent in data collected through the mail questionnaire method.

3-03. It was because of these limitations and deficiencies in the existing wage statistics, particularly in respect of occupational wage data, that the Second Five Year Plan recommended that "Urgent steps should be taken to undertake a Wage Census....". The Steering Group on Wages set up by the Ministry of Labour and Employment, which has as one of its aims the preparation of wage maps for different centres and industries, also recommended the conduct of a Wage Census as the most important source of information for the preparation of these maps. Accordingly, the Labour Bureau was asked to conduct a Wage Census during the Second Plan period with the following objectives :

- (a) The Wage Census should yield basic data required for building up index numbers of wage rates for major manufacturing, mining

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\*Data on average earnings of workers earning up to Rs. 400 p.m. and employed in different factory industries are regularly collected and published through the returns received under the Payment of Wages Act; information on average daily and weekly earnings of workers employed in Mines, based on the returns submitted by owners of mines is published by the Chief Inspector of Mines. Under the Factories Act also some data on wages and earnings are collected and published by some of the State Governments. Data on average wages and earnings of *Basti* and on tant by of the Labour Investigation Committee data on wages and earnings in different occupations and industries through three different methods, viz., (a) conduct of Wage Census; (b) issue of questionnaires; and (c) use of records and published material. The adoption of different methods by the Committee has resulted in lack of uniformity and comparability of the data as between industries. There have also been a few special wage studies conducted by the State Governments, notable among them being the Wage Census enquiries conducted by the Bombay Government in 1934.

and plantation industries. Compilation of such index numbers should be possible for each of the industries for all-India and for important centres where the industry is localised.

- (b) It should also yield data on wage components for individual workers in different occupations in an industry so as to enable a proper study of wage differentials and the distribution of workers by wage levels.

It was expected that the data collected in the course of the Wage Census will also be useful for the purposes of the Wage Boards, etc., which are concerned with the fixation and standardisation of wages.

#### 4. *Method of Approach and Coverage*

¶4-01. For purposes of the Survey it was decided to cover those industries as were well organised and in which considerable numbers of workers were employed. In the selection of industries, special consideration was given to those for which Wage Boards had been set up or were likely to be set up or which were considered to be important in the context of labour problems as also to some important sweated industries. It was decided to cover specific industries and not broad groups of industries carrying on diverse manufacturing activities. Taking all these factors into consideration, 44 major industries in the manufacturing, mining and plantations sectors were selected for purposes of the Wage Survey. The selected industries covered approximately 76 per cent of employment in factories, nearly the whole employment in plantations and about 85 per cent of employment in mines. Collection of occupational data in the selected establishments was confined to 'Workers' as defined in the Factories, Mines or Plantations Acts, as the case may be. Although, clerical and supervisory personnel were excluded, occupations like Foreman, Jobber, etc., were included as there is often a considerable element of manual work in such occupations. In general, occupations relating to Fire Services, Watch and Ward, and Medical and Sanitary departments were excluded from the scope of the Survey.

4-02. The Survey was conducted on a sample basis.\* The units in each industry were divided into two size groups, upper and lower; and wherever necessary, stratification was also done by areas of concentration. The number of establishments sampled was 2,253 in the factory industries group, 350 in plantations and 350 in mines. Thus the overall total number of units selected for the survey was 2,953. However, for purposes of analysis, only 2,949 units were taken into consideration. Details of the percentage of units covered and the percentage of workers employed in the sampled units are given in Statement 1-2.† The percentage of units covered ranged from 10 to 50 in the factory industries, from 8 to 15 in the plantations and from 8 to 17 in the mining industries. The proportions of workers employed in the industry as a whole ranged from 19 to 82 per cent in the factory industries and from 19 to 56 per cent in the mining industries. In the case of plantations, in the absence of employment figures, acreage was taken into account and it ranged from 19 to 38 per cent in different plantations.

\*For technical details of the sample design, etc., please see Appendix I.

†At the end of the Chapter.

4.03. Data were collected on (a) occupational wage rates<sup>5</sup>, and (b) pay roll earnings by components of a sample of individual workers in each occupation for a particular pay period. Apart from these data on occupational wage rates and pay roll earnings, information relating to overtime earnings and incentive bonus schemes was also collected. The various forms used in the Survey are given in Appendix II. In order to facilitate the identification of occupations in different units covered, lists of occupations giving the alternative names, if any, and the job descriptions, were prepared. The main field survey was launched in July, 1958 and was completed by the end of August, 1959.

4.04. In the present General (All-Industries) Report, data on the various aspects surveyed are presented as averages for each of the industries covered so as to provide a broad picture of the position in different industries as also a basis for inter-industry comparisons of wages, earnings, etc. Important data presented in this report relate to distribution of workers by employment status (permanent, temporary, etc.); by methods of wage payment (time and piece rates); by wage periods and by sex (men, women and children); wage rates (minimum and maximum); average daily earnings by components, average daily earnings of time-rated and piece-rated workers, and of men, women and children; and distribution of workers by levels of earnings.\* Information relating to the proportion of workers doing overtime and the wages earned thereby, and similar information in respect of incentive bonus schemes is also given. As it is proposed to follow up this report by individual industry reports containing detailed occupational data on all these aspects, and as the inclusion of occupational data for 44 industries in this report would have made it unwieldy, only industry averages have been given in this General Report. However, in order to make this report as self-contained and useful as possible, an appendix† has been added in which data on wage rates and earnings have been given for about 25 important occupations in each industry covered. The discussion of details of wage rates, earnings, etc., by occupations in each industry will be attempted in the individual industry reports.

### 5. *Distribution of Occupations by Industries*

5.01. For purposes of collecting occupational wage data a complete enumeration of workers employed in various occupations in each establishment of various industries was done. As a by-product of this process information is now available on the number of main occupations in various industry groups and distribution of workers between them. The following Statement gives the distribution of industries by the number of occupations : —

#### STATEMENT 1.1

##### DISTRIBUTION OF INDUSTRIES BY NUMBER OF OCCUPATIONS IN EACH

Number of Occupations		Industries	
(1)		(2)	
Less than 10	.. ..	(i) Tea Plantations, (ii) Coffee Plantations, (iii) Rubber Plantations.	
10 but less than 20	.. ..	(i) Bidi Factories, (ii) Cashewnut Factories, (iii) Mica Mines.	
20 " " "	30	(i) Clothing Manufacturing.	

\*A note on "Method of Estimation adopted for deriving estimates for the occupations, over occupations, and over size groups for various characteristics is given in Appendix III.

†See Appendix V.

STATEMENT 1.1 -*contd.*

(1)					(2)
30 but less than	40	..	(i) Hydrogenated Oil, (ii) Petroleum Refineries, (iii) Heavy and Fine Chemicals, (iv) Agricultural Implements.		
40 .. ..	50	..	Manufacture of Bolts, Nuts, etc.		
50 .. ..	60	..	Manganese Mines.		
60 .. ..	70		(i) Machine Tools, (ii) Tramway Workshops, (iii) Electric Light and Power, (iv) Cigarette Factories, (v) Tobacco Curing Works.		
70 .. ..	80	..	(i) Iron Ore Mines, (ii) Footwear Manufactures, (iii) Soap Factories, (iv) Bicycle Factories, (v) Metal Founding.		
80 .. ..	90	..	(i) Railway Workshops, (ii) Aircraft Building and Repairs, (iii) Tanneries.		
90 .. ..	100	..	(i) Coal Mines, (ii) Artificial Manures, (iii) Match Factories, (iv) Sugar, (v) Cement, (vi) Ship Building and Repairs, (vii) Manufacture of Textile Machinery and Accessories.		
100 .. ..	110	..	(i) Motor Vehicles, (ii) Printing Presses.		
110 .. ..	120	..	(i) Glass Factories, (ii) Paper and Paper Products, (iii) Silk Factories.		
120 .. ..	130	..	Nil.		
130 .. ..	140	..	Nil.		
140 .. ..	150	..	(i) Woollen Textiles, (ii) Manufacture of Electrical Machinery and Appliances.		
150 .. ..	160	..	Nil.		
160 .. ..	170	..	(i) Jute Textile, (ii) Metal Rolling.		
170 and over	..	..	(i) Cotton Textile (251)*, (ii) Metal Extracting and Refining (281)*.		

\*Number of occupations.

5.02. The number of occupations in various industries indicates and depends upon the diversity of products, processes involved in the manufacture of items, the nature and number of components which constitute the final product, and also the teams of employees, possessing varying degree of skill, who collaborate in giving the final product. It would be seen from the above statement that generally those industries which are akin to agriculture or which are on a small scale have very few occupations. For instance, in plantation industries the number of occupations range between 5 and 7 and in *bidi* and cashewnut factories the occupations are less than 20. In engineering and textile industries, on the other hand, due to diversity in the nature of products manufactured, complexity of manufacturing processes and variety and number of components necessary for the final products, the number of occupations is generally larger. The largest number of occupations were found in the Metal Extracting and Refining (281) followed by Cotton Textile (251), Jute Textile (167) and Metal Rolling (160).

5.03. The statistics given in the above statement only show the upper limit of the number of occupations in various industries and by no means indicate the general position in the units of various industries. In each industry there are establishments which are engaged in only just a few operations as also those which are complex in their set up, manufacturing a wide variety of items. Consequently, the number of occupations vary from a few to more

than two hundred. For instance, in the group "Metal Extracting and Refining" on the one end there were establishments having as few as 4 occupations and on the other those having as many as 211. In every industry there were just a few occupations which accounted for a vast majority of the workers. Statement 1·3 shows the number of occupations in each industry which accounts for 70 per cent or more of the workers.

## STATEMENT 1·2

## PERCENTAGE OF UNITS COVERED AND THE WORKERS EMPLOYED THEREIN

Serial No.	Industry/Stratum	Total number of		Percentage of units covered	Percentage of workers in units covered
		Units	Workers employed		
(1)	(2)	(3)	(4)	(5)	(6)
	A. FACTORY INDUSTRIES ..	11,815	21,12,738	19·1	34·6
1	Cotton Textile .. ..	1,290	7,58,482	10·4	26·1
	(a) Howrah and Calcutta ..	31	28,626	25·8	16·4
	(b) Coimbatore .. ..	47	37,335	29·8	26·4
	(c) Madurai and Ramanathapuram	71	22,735	9·9	53·0
	(d) Bangalore .. ..	35	14,914	8·6	4·7
	(e) Ahmedabad .. ..	77	1,29,831	33·8	27·0
	(f) Bombay and Bombay Suburban	85	2,10,152	17·7	22·6
	(g) Sholapur .. ..	136	26,912	2·9	21·7
	(h) Nagpur .. ..	7	13,548	28·6	31·2
	(i) Indore .. ..	6	24,613	33·3	35·4
	(j) Kanpur .. ..	15	37,932	33·3	30·6
	(k) Delhi .. ..	9	15,326	55·6	77·6
	(l) Jaipur and Ajmer .. ..	5	6,120	40·0	43·7
	(m) Residual .. ..	766	1,90,438	5·2	22·5
2	Jute Textile .. ..	112	2,71,091	36·6	35·7
	(a) West Bengal .. ..	101	2,52,448	37·6	36·9
	(b) Residual .. ..	11	18,643	27·3	18·9
3	Silk Textile .. ..	994	56,245	20·7	36·0
	(a) Bombay and Bombay Suburban	160	19,271	31·9	44·4
	(b) Amritsar .. ..	150	7,180	26·7	42·1
	(c) Jammu and Kashmir ..	14	2,680	28·6	22·0
	(d) Residual .. ..	670	27,114	16·6	29·8
4	Woollen Textile .. ..	86	12,121	41·9	57·3
	(a) Bombay and Bombay Suburban	8	3,196	50·0	40·8
	(b) Amritsar .. ..	31	1,813	54·8	46·7
	(c) Residual .. ..	47	7,112	31·9	67·5
	Textile Group .. ..	2,482	10,97,939	16·8	29·3
5	Metal Extracting and Refining ..	30	54,960	26·7	78·1
6	Metal Rolling .. ..	212	26,233	14·6	33·5
7	Metal Founding .. ..	320	18,674	26·6	31·4
	(a) Howrah and 24-Parganas ..	101	8,871	28·7	34·7
	(b) Residual .. ..	219	9,803	25·6	28·5
8	Manufacture of Bolts, Nuts, etc. ..	125	9,053	30·4	24·3
9	Manufacture of Agricultural Implements	309	9,968	27·2	38·3



STATEMENT 1·2—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
10	Manufacture of Machine tools ..	134	7,194	28·4	55·9
11	Manufacture of Electrical Machinery and Appliances ..	282	35,824	18·8	46·5
12	Manufacture of Textile Machinery and Accessories ..	128	11,254	24·2	48·2
13	Ship Building and Repairing ..	44	24,638	34·1	47·2
14	Railway Workshops ..	114	1,26,869	14·9	26·5
15	Tramway Workshops ..	16	3,108	70·0	54·1
16	Manufacture and Repairs of Motor Vehicles ..	886	37,211	14·0	35·2
17	Aircraft Building and Repairing ..	23	15,656	26·1	81·6
18	Bicycles Manufacturing and Repairing <i>Engineering Group</i> ..	29	4,499	31·0	19·4
		2,652	2,95,141	20·7	41·9
19	Cement ..	26	22,573	46·2	45·5
20	Paper and Paper Products ..	149	29,654	18·1	40·8
21	Sugar ..	232	97,310	26·6	47·4
	(a) Bihar ..	34	22,507	47·1	48·4
	(b) U.P. ..	143	51,935	31·5	47·4
	(c) Residual ..	55	22,868	41·8	46·3
22	Heavy and Fine Chemicals ..	260	25,644	27·3	44·3
	(a) Calcutta ..	41	7,178	36·6	36·9
	(b) Bombay and Bombay Suburban ..	75	3,963	29·3	40·5
	(c) Residual ..	144	14,503	23·6	48·9
23	Printing Presses ..	2,073	81,036	10·5	29·6
24	Match Factories ..	152	23,192	28·3	40·1
25	Glass Factories ..	230	29,716	35·2	47·5
	(a) Calcutta and 24 Parganas ..	20	3,826	45·0	49·4
	(b) Ferozabad ..	110	6,469	24·6	45·4
	(c) Residual ..	100	19,421	45·0	47·8
26	Petroleum Refineries ..	46	3,323	30·4	19·6
27	Electric Light and Power Stations ..	498	26,858	18·1	43·8
28	Soap Factories ..	100	8,809	23·0	51·2
29	Hydrogenated Oil ..	53	6,764	35·9	55·5
30	Tanneries ..	425	16,195	27·1	39·4
31	Footwear Manufacturing ..	72	16,640	19·4	34·9
32	Clothing Manufacturing ..	85	4,229	24·7	23·5
33	Artificial Manures ..	66	8,733	22·7	59·0
34	Cigarette Factories ..	17	11,238	35·3	48·7
35	<i>Bidi</i> Factories ..	1,623	91,602	17·1	26·4
36	Tobacco Curing Works ..	391	56,009	24·0	36·3
	(a) Guntur ..	296	36,962	23·3	34·6
	(b) Residual ..	95	19,047	26·3	39·4
37	Cashewnut Factories ..	183	60,133	37·7	45·8
	(a) Kerala ..	142	51,035	41·6	46·3
	(b) Residual ..	41	9,098	24·4	42·8
	<i>Other Factory Industries</i> ..	6,681	6,19,658	19·4	39·3
	B. PLANTATIONS ..	2,639	9,37,827†	11·6*	21·3†
38	Tea Plantations ..	1,436	7,30,000†	13·8*	20·5†
	(a) North East India ..	1,219	6,07,852†	13·5*	20·6†
	(b) South India ..	217	1,22,148†	15·7*	20·4†
39	Coffee Plantations ..	1,097	1,56,700†	8·3*	19·2†
40	Rubber Plantations ..	106	51,127†	15·1*	38·4†
	C. MINES ..	2,091	5,08,379	12·3*	44·4
41	Coal Mines ..	828	3,52,676	17·0*	46·0
42	Manganose Mines ..	739	99,178	9·5*	38·9
43	Mica Mines ..	400	19,038	8·0*	18·9
44	Iron Ore Mines ..	124	37,487	11·3*	56·2

\* Distinct units.

† Acreage.

NOTE—Data relate to 1955 in the case of factory industries and to 1956-57 in the case of plantations and mines.

## STATEMENT 1-3

TOTAL NUMBER OF OCCUPATIONS AND OCCUPATIONS ACCOUNTING FOR  
70 PER CENT OR MORE WORKERS IN EACH INDUSTRY

Serial No.	Industry	Total No. of Occu- pations	Occupations account- ing for 70 per cent or more of workers		Remaining Occupa- tions	
			Number	Percent- age of work- ers ac- counted for	Number	Percent- age of work- ers ac- counted for
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Cotton Textile .. ..	251	25	76.1	226	23.9
2	Jute Textile .. ..	167	28	82.5	139	17.5
3	Silk Textile .. ..	116	25	87.9	91	12.1
4	Woollen Textile .. ..	142	25	74.5	117	25.5
5	Metal Extracting and Refining	281	25	72.4	256	27.9
6	Metal Rolling .. ..	160	25	69.6	135	30.4
7	Metal Founding .. ..	79	19	92.3	60	7.7
8	Manufacture of Bolts and Nuts, etc. .. ..	42	19	88.8	23	11.2
9	Manufacture of Agricultural Implements .. ..	38	20	86.0	18	14.0
10	Manufacture of Machine Tools	68	25	87.3	43	12.7
11	Manufacture of Electrical Ma- chinery and Appliances ..	140	25	75.7	115	24.3
12	Manufacture of Textile Ma- chinery and Accessories ..	93	25	84.1	68	15.9
13	Ship Building and Repairing	95	24	80.2	71	19.8
14	Railway Workshops .. ..	88	24	80.4	64	19.6
15	Tramway Workshops .. ..	63	21	75.7	42	24.3
16	Manufacture and Repairs of Motor Vehicles .. ..	104	24	84.6	80	15.4
17	Aircraft Building and Repair- ing .. ..	84	22	84.5	62	15.5
18	Bicycle Manufacturing and Repairing .. ..	75	24	78.6	51	21.4
19	Cement .. ..	92	22	75.8	70	24.2
20	Paper and Paper Products ..	114	25	77.7	89	22.3
21	Sugar .. ..	92	25	83.6	67	16.4
22	Heavy and Fine Chemicals	37	25	98.0	12	2.0
23	Printing Presses .. ..	100	24	84.9	76	15.1
24	Match Factories .. ..	99	25	91.9	74	8.1
25	Glass Factories .. ..	111	24	73.0	87	27.0
26	Petroleum Refineries .. ..	38	26	95.6	12	4.4
27	Electric Light and Power Stations .. ..	65	25	87.4	40	12.6
28	Soap Factories .. ..	79	25	86.4	54	13.6
29	Hydrogerated Oil .. ..	39	24	95.5	15	4.5
30	Tanneries .. ..	83	20	91.1	63	8.9
31	Footwear Manufacturing ..	77	24	84.3	53	15.7
32	Clothing Manufacturing ..	25	25	100.0	—	—
33	Artificial Manures .. ..	94	22	89.7	72	10.3
34	Cigarette Factories .. ..	63	19	89.1	44	10.9
35	Bidi Factories .. ..	10	10	100.0	—	—
36	Tobacco Curing Works .. ..	67	19	99.1	48	0.9
37	Cashewnut Factories .. ..	19	19	100.0	—	—
38	Tea Plantations .. ..	7	7	100.0	—	—
39	Coffee Plantations .. ..	6	6	100.0	—	—
40	Rubber Plantations .. ..	5	5	100.0	—	—
41	Coal Mines .. ..	91	25	95.1	66	4.9
42	Manganese Mines .. ..	54	24	97.9	30	2.1
43	Mica Mines .. ..	19	19	100.0	—	—
44	Iron Ore Mines .. ..	77	25	98.3	52	1.7

## CHAPTER II

### COMPOSITION OF THE WORKING FORCE

#### 1. *Men, Women and Children*

1.01. The pattern and composition of the working force in various industries is generally determined by such factors as the nature of industry, the types of processes or operations involved and social customs as well as traditions in the area where it is located. In India, as in other countries, men usually predominate in all the industries; but where recruitment, either by tradition or of necessity, has to be on a family basis (e.g. in plantations), or where bulk of the jobs are unskilled, women are employed in large numbers. On account of shortage of men workers in certain areas, some of the industries have continued to employ women workers in proportionately large numbers. In a few other industries, women are preferably employed to perform certain operations which require either patience or nimble fingers. During recent years, the employment of women, particularly in factories and mines, has tended to diminish. This is due, among other reasons, to the prohibition of their employment at night or on certain jobs, ban on underground employment in mines, and the fixation of equal wages for men and women. Legislation had already imposed certain obligations (e.g. maternity benefits and maintenance of creche) on employers engaging women, and there is a growing tendency among wage fixing authorities to fix equal wages for men and women. Employers have therefore started finding it less economical to employ women workers. Existence of child labour in various industries has also been governed by almost the same factors as those concerning women. During the course of the Wage Survey data relating to employment of men, women, children and adolescents were also collected and are presented in Statement 2·1A given at the end of the chapter. The following Statement shows the proportion of men, women, adolescents and children employed in major industry groups :—

#### STATEMENT 2·1

##### PROPORTION OF MEN, WOMEN, ADOLESCENTS AND CHILDREN

Industry Group	Estimated total No. of workers	Per cent of total			
		Men	Women	Adolescents	Children
(1)	(2)	(3)	(4)	(5)	(6)
I Factory Industries .. ..	24,53,300	86·5	13·5	*	*
(a) Textiles .. ..	12,27,000	93·4	6·6	—	*
(b) Engineering .. ..	4,72,700	98·2	1·8	—	*
(c) Others .. ..	7,53,600	67·8	32·0	—	0·2
II Plantations .. ..	8,74,100	44·3	50·3	0·5	4·9
III Mines .. ..	5,05,000	83·0	17·0	—	—

\* Less than 0·05 per cent.

1.02. From the above figures it would be evident that in all the broad industry groups, except plantations, men constituted a majority of the working force. Women workers constituted 13·5 per cent in the factory industries group, slightly more than 50 per cent in plantations and 17·0 per cent in the

mining industries group. Among the factory industries fewer women were employed in engineering industries, but their proportion was about 7 per cent in the textile group of industries, and relatively larger in the 'Others' sub-group. They constituted a majority of the working force in a few industries like Match Factories, Cashewnut Factories, Tobacco Curing Works and Tea Plantations. In a few others, such as *Bidi* Factories, Clothing Manufacture, Coffee and Rubber Plantations and in Manganese and Iron Ore Mines they constituted more than a quarter of labour employed. In the textile industries the proportion of women workers ranged from about 4 per cent in the Jute industry to about 8 per cent in the Silk industry. About 7 per cent of the working force in the Cotton Textile industry was composed of women. In most of the engineering industries, and in a few other industries, such as Sugar Factories, Petroleum Refineries, Printing Presses, Tanneries and Footwear Manufacture, their employment was negligible.

1.03. With the exception of Tea Plantations, in all the industries majority of the occupations were the monopoly of men workers, women being employed only in a few occupations usually along with men. The number of occupations in which women were exclusively employed were extremely few and confined only to eight industries, viz. Silk and Woollen Textile, Manufacture of Textile Machinery and Accessories, Match Factories, Cigarette Factories, Tobacco Curing Works, Cashewnut Factories, and Manganese Mines. The following Statement 2.2 shows the total number of occupations in various industries and the number of occupations in which only men or women were employed and those in which both were employed:—

### STATEMENT 2.2

#### OCCUPATIONS IN WHICH MEN OR WOMEN OR BOTH WERE EMPLOYED

Serial No.	Occupations	Total No. of Occupations	Men only	Women only	Both Men and Women
(1)	(2)	(3)	(4)	(5)	(6)
1	Cotton Textile .. ..	251	208 (82.9)	—	43 (17.1)
2	Jute Textile .. ..	167	128 (76.6)	—	39 (23.4)
3	Silk Textile .. ..	116	76 (65.5)	4 (3.5)	36 (31.0)
4	Woollen Textile .. ..	142	116 (81.7)	2 (1.4)	24 (16.9)
5	Metal Extracting and Refining ..	281	276 (98.2)	—	5 (1.8)
6	Metal Rolling .. ..	160	157 (98.1)	—	3 (1.9)
7	Metal Founding .. ..	79	77 (97.5)	—	2 (2.5)
8	Manufacture of Bolts and Nuts, etc. ..	42	38 (90.5)	—	4 (9.5)
9	Manufacture of Agricultural Implements	38	38 (100.0)	—	—
10	Manufacture of Machine Tools ..	68	67 (98.5)	—	1 (1.5)
11	Manufacture of Electrical Machinery and Appliances.	140	125 (89.3)	—	15 (10.7)
12	Manufacture of Textile Machinery and Accessories.	93	88 (94.6)	3 (3.2)	2 (2.2)

STATEMENT 2·2—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
13	Ship Building and Repairing .. ..	95	95 (100·0)	—	—
14	Railway Workshops .. ..	88	86 (97·7)	—	2 (2·3)
15	Tramway Workshops .. ..	63	63 (100·0)	—	—
16	Manufacture and Repairs of Motor Vehicles.	104	99 (95·2)	—	5 (4·8)
17	Aircraft Building and Repairing ..	84	84 (100·0)	—	—
18	Bicycle Manufacturing and Repairing ..	75	75 (100·0)	—	—
19	Cement .. ..	92	89 (96·7)	—	3 (3·3)
20	Paper and Paper Products .. ..	114	95 (83·3)	—	19 (16·7)
21	Sugar .. ..	92	91 (98·9)	—	1 (1·1)
22	Heavy and Fine Chemicals .. ..	37	27 (73·0)	—	10 (27·0)
23	Printing Presses .. ..	100	92 (92·0)	—	8 (8·0)
24	Match Factories .. ..	99	74 (74·8)	3 (3·0)	22 (22·2)
25	Glass Factories .. ..	111	101 (91·0)	—	10 (9·0)
26	Petroleum Refineries .. ..	38	37 (97·4)	—	1 (2·6)
27	Electric Light and Power Stations ..	65	63 (96·9)	—	2 (3·1)
28	Soap Factories .. ..	79	75 (94·9)	—	4 (5·1)
29	Hydrogenated Oil .. ..	39	37 (94·9)	—	2 (5·1)
30	Tanneries .. ..	83	79 (95·2)	—	4 (4·8)
31	Footwear Manufacturing .. ..	77	72 (93·5)	—	5 (6·5)
32	Clothing Manufacturing .. ..	25	20 (80·0)	—	5 (20·0)
33	Artificial Manures .. ..	94	91 (96·8)	—	3 (3·2)
34	Cigarette Factories .. ..	63	55 (87·3)	1 (1·6)	7 (11·1)
35	Bidi Factories .. ..	10	4 (40·0)	—	6 (60·0)
36	Tobacco Curing Works .. ..	57	54 (80·6)	2 (2·9)	11 (16·4)
37	Cashewnut Factories .. ..	19	10 (52·6)	2 (10·5)	8 (42·1)
38	Tea Plantations .. ..	7	3 (42·9)	—	4 (57·1)
39	Coffee Plantations .. ..	6	4 (66·7)	—	2 (33·3)
40	Rubber Plantations .. ..	5	3 (60·0)	—	2 (40·0)
41	Coal Mines .. ..	91	79 (86·8)	—	12 (13·2)
42	Manganese Mines .. ..	54	37 (68·5)	1 (1·9)	16 (29·6)
43	Mica Mines .. ..	19	16 (84·2)	—	3 (15·8)
44	Iron Ore Mines .. ..	77	72 (93·5)	—	5 (6·5)

(NOTE—Figures in brackets are percentages).

1.04. Generally speaking, employment of women was confined to unskilled jobs or occupations involving little skill but instances are not wanting where they were found to be employed in skilled jobs or in a supervisory capacity. The following Statement 2.3 shows the occupations\* in which women were employed in those industries where they constituted 5 per cent or more of the total working force : —

## STATEMENT 2.3

## IMPORTANT OCCUPATIONS IN WHICH LARGE NUMBERS OF WOMEN WORKERS WERE EMPLOYED

Serial No.	Industry	Occupations
(1)	(2)	(3)
<b>A. FACTORY INDUSTRIES</b>		
1	Cotton Textile .. ..	Winder; Tape Woman; Reeler; Doffer Girl; Waste Picker.
2	Silk Textile .. ..	Reeler and Rewinder; Knitter; Hand Folder; Winder; Packer; Helper.
3	Metal Extracting and Refining ..	Coil Winder; <i>Reza/Mazdoor</i> .
4	Cement .. ..	<i>Mazdoor</i> .
5	Paper and Paper Products ..	Rag Sorter; Finisher; Ream Carrier; Sorter; Helper; Sweeper.
6	Heavy and Fine Chemicals ..	General <i>Mazdoor</i> ; Helper.
7	Match Factories .. ..	Box Maker; Box Filler; Labelling and Band Rolling Worker; Frame Filler; Packer; Helper.
8	Glass Factories .. ..	<i>Bhangarwali</i> ; Finisher; Sorter; Packer; <i>Mazdoor</i> .
9	Soap Factories .. ..	Hand Wrapper; Packer; General <i>Mazdoor</i> .
10	Hydrogenated Oil .. ..	General <i>Mazdoor</i> .
11	Clothing Manufacture .. ..	Tailor; Stitcher, Supervisor.
12	Artificial Manures .. ..	<i>Kamin/Mazdoor</i> .
13	Cigarette Factories .. ..	Hand Packer; <i>Mazdoor</i> ; Assembler; Stripper.
14	<i>Bidi</i> Factories .. ..	<i>Bidi</i> Roller; Labeller; Helper.
15	Tobacco Curing Works .. ..	Stemmer; Grader & Tier; Picker; Sweeper; General <i>Mazdoor</i> ; Checker; Mistry; Line Mistry.
16	Cashewnut Factories .. ..	Sheller; Peeler; Grader; Filler; General <i>Mazdoor</i> .
<b>B. PLANTATIONS</b>		
17	Tea Plantations .. ..	Plucker; Field Worker.
18	Coffee Plantations .. ..	Labourer.
19	Rubber Plantations .. ..	Tapper; Field Worker.
<b>C. MINES</b>		
20	Coal Mines .. ..	Miner; Shale Picking <i>Mazdoor</i> ; Bucket Man; <i>Mazdoor</i> ; Sweeper.
21	Manganese Mines .. ..	Miner; Dresser; Carrier; Sorter/Checker; Screener and Cleaner; Open Cast Miner; Loader/Unloader; Sweeper; <i>Mazdoor</i> .
22	Mica Mines .. ..	Surface <i>Mazdoor</i> .
23	Iron Ore Mines .. ..	Miner; Loading <i>Kamin</i> ; <i>Mazdoor</i> ; Sweeper.

\*A complete list of occupations in different industries in which women were employed is given in Appendix IV.

1.05. The employment of child labour, due to protective legislation enacted during the second quarter of the twentieth century, does not present any problem today. The Factories Act, the Plantations Labour Act and the Mines Act impose certain restrictions on the employment of children. Under the provisions of the Factories Act, no child, who has not completed his 14th year, can be employed in a factory; under the Plantations Labour Act, no child, who has not completed his 12th year, can be employed in a plantation; and the Mines Act prohibits employment of children below the age of 15 in any mine. The Employment of Children Act, 1938, also prohibits employment of children below the age of fifteen (fourteen in some cases) in certain occupations. As a result of these various measures the extent of employment of children in industries has declined considerably. In plantation industries, particularly in Tea and Coffee Plantations, however, a fair proportion of children are still employed, but this is mainly due to the fact that 'family' is generally the basis of employment and the employer is often obliged to give employment not only to the worker, but to his wife and children also. As regards the nature of work on which children are employed, it is usually unskilled and comparatively light work. In factory industries they are generally employed as Helpers, and in packing, pasting and labelling operations. In Match Factories they are employed for box filling, band rolling, etc. In the *Bidi* industry children assist adult workers in cleasing or cutting the leaf and also work as *Bidi* Rollers. On the Plantations children are engaged in such work as weeding, manuring and care of nurseries. A large number of children are employed in Tea and Coffee estates on such operations as plucking tea leaves and picking coffee berries. The summary Statement 2.1 shows that the number of children was 'nil' in the mining group of industries. In the factories group their employment was negligible and was confined to the "Other" factory industries. Children constituted about 5 per cent of the total employment in the plantation industries, mostly in Tea and Coffee Plantations but none in Rubber.

1.06. In the Tea and Coffee Plantations, some adolescents (i.e., persons who had completed 15 years but had not completed 18 years) were also employed. They constituted 0.4 per cent of the total working force in Tea estates and 1.6 per cent in Coffee estates.

## 2. *Employment Status*

2.01. The proportion of workers enjoying different employment status in various industries or centres of an industry generally depends upon the type of the industry and, at times, upon the degree of organisation among workers in a particular centre. For instance, while permanent workers predominate in well organised and perennial industries, the number of temporary employees is much larger in unorganised or seasonal industries. The usual terms used for denoting the employment status are permanent, temporary, *badli* (i.e. substitute) casual and apprentice. Prior to 1946 there was no standard definition of these terms and their concepts varied. However, as a result of the enactment of the Industrial Employment (Standing Orders) Act, 1946 a certain amount of uniformity has been brought about. Under this Act every establishment employing 100 or more workers has to frame standing orders. One of the subjects covered by them is classification of workers. The model Standing Orders framed by

the Government of India define these different categories as follows : A 'permanent' workman is a "workman who has been engaged on a permanent basis and includes any person who has satisfactorily completed a probationary period of 3 months in the same or another occupation in the industrial establishment . . . ." A 'temporary' workman is a "workman who has been engaged for work which is of essentially temporary nature likely to be finished within a limited period". A 'badli' is "a workman who is appointed in the post of a permanent workman who is temporarily absent". A 'casual' workman is a "workman whose employment is of a casual nature". An 'apprentice' is "a learner who is paid an allowance during the period of his training".

2.02. It is evident from the above definitions that the different terms denote the nature and duration of contractual relationship between the employer and the employee. But the usual experience is that except for certain privileges (e.g. notice for termination of service, and better leave facilities) there is no difference in other service conditions or wage rates payable to workers of different employment status.

2.03. In the course of the present Wage Survey, along with details of wages and earnings, data relating to the employment status (i.e. permanent, temporary, etc.) were also collected in respect of the sampled workers on the basis of classification indicated by the employers. The percentage of the different categories of workers in the main industry groups is summarised below while industry-wise details of percentage distribution of workers by employment status are given in Statement 2.4A at the end of the chapter.

#### STATEMENT 2.4 DISTRIBUTION OF WORKERS BY EMPLOYMENT STATUS

Industry Group		Estimated Total No. of workers	Proportion of workers who were*				
			Perma- nent	Tempo- rary	Badli	Casual	Appren- tice
(1)		(2)	(3)	(4)	(5)	(6)	(7)
I. Factory Industries	..	24,53,300	78.7	15.2	3.3	2.2	0.6
(a) Textile	..	12,27,000	85.0	7.2	6.6	1.0	0.2
(b) Engineering	..	4,72,700	84.5	13.2	—	0.2	2.1
(c) Others	..	7,53,600	64.9	29.3	0.1	5.4	0.3
II. Plantations	..	8,74,100	98.4	1.3	—	0.3	—
III. Mines	..	5,05,000	90.1	9.6	—@	0.2	0.1

(\*Percentages).

@ Less than 0.05 per cent.

2.04. It would be seen that in all the industry groups the bulk of the workers were classified as permanent, their percentage being about 79, 98 and 90 in factories, plantations and mines respectively. Permanent workers constituted the bulk of the total number of workers employed in almost all the organised groups of industries covered, whereas in such unorganised industries as Tobacco Curing Works and Match Factories they formed only 14 per cent., and nearly 33 per cent respectively. In as many as 29 organised industries, including



Cotton and Silk Textiles, certain engineering industries, Cement, Paper and Chemicals, Tea, Coffee and Rubber Plantations and Coal and Iron Ore Mines, their proportion exceeded 80 per cent. In a few industries, such as Metal Extracting and Refining, Tramway Workshops, Aircraft Building, Petroleum Refineries, Cashewnut Factories, and Tea Plantations, almost all the workers (i.e. more than 95 per cent) were classified as permanent.

2·05. The second important category was that of temporary workers. They formed about 15 per cent in factories, only 1 per cent in the plantations and about 10 per cent in the mining group of industries. The majority of the workers were classified as temporary only in one industry, viz. Tobacco Curing Works, obviously because the industry is more or less agricultural and seasonal in character. The other industry in which a fairly large proportion of workers (44 per cent) were temporary@ was Sugar which is also one of the seasonal industries. Apart from these two industries, their proportion exceeded 25 per cent only in a few others such as Metal Founding, Agricultural Implements, Glass Factories, Clothing, Artificial Manures, and Mica Mines.

2·06. The system of employing *badlis* prevailed to an appreciable extent, only in the textile industries, and to a small degree in industries like Cigarette Factories and Footwear Manufacture. Their employment was highest in the Jute Textile industry with Woollen and Cotton Textiles coming next. Plantation and mining industries did not employ any *badli* labour.

2·07. Most of the industries engaged some workers on a casual basis. They formed about 2 per cent in factory industries group and less than 0·5 per cent in the plantations and mining groups. Only in unorganised and small scale industries, like Match Factories and *Bidi* Factories, a fairly large proportion of casual workers were employed. \*

2·08. In almost all industries, particularly in the engineering industries, apprentices were employed. The highest proportion was in Railway Workshops (4·2 per cent), Bicycles Industry, Textile Machinery and Accessories, Machine Tools and Agricultural Implements following in that order. In plantations and mines (with the exception of Iron Ore Mines) no apprentices were employed.

#### STATEMENT 2·1A

##### PROPORTION OF MEN, WOMEN, ADOLESCENTS AND CHILDREN IN VARIOUS INDUSTRIES

Serial No.	Industry/Stratum	Estimated total No. of workers**	Per cent of Total			
			Men	Women	Adolescents	Children
(1)	(2)	(3)	(4)	(5)	(6)	(7)
A. FACTORY INDUSTRIES	..	24,53,300	86·5	13·5	*	..
I Cotton Textile	..	8,95,600	92·8	7·2	..	..
(a) Howrah and Calcutta	..	14,600	92·2	7·8	..	..
(b) Coimbatore	..	40,600	78·9	21·1	..	..
(c) Madurai and Ramnathpuram	..	46,100	97·6	2·4	..	..
(d) Bangalore	..	7,200	74·6	25·4	..	..

@Includes seasonal workers also.

STATEMENT 2·1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	(e) Ahmedabad .. ..	1,09,900	96·3	3·7	..	..
	(f) Bombay and Bombay Suburban .. ..	1,80,700	93·9	6·1	..	..
	(g) Sholapur .. ..	18,200	89·9	10·1	..	..
	(h) Nagpur .. ..	12,300	90·7	9·3	..	..
	(i) Indore .. ..	18,100	94·5	5·5	..	..
	(j) Kanpur .. ..	51,100	100·0	..	..	..
	(k) Delhi .. ..	38,300	99·7	0·3	..	..
	(l) Jaipur and Ajmer .. ..	5,700	90·6	9·4	..	..
	(m) Residual .. ..	3,52,800	90·8	9·2	..	..
2	Jute Textile .. ..	2,51,700	96·0	4·0	..	..
	(a) West Bengal .. ..	2,35,400	96·1	3·9	..	..
	(b) Residual .. ..	16,300	93·8	6·2	..	..
3	Silk Textile .. ..	61,100	91·8	8·1	..	0·1
	(a) Bombay and Bombay Suburban .. ..	24,100	95·3	4·7	..	..
	(b) Amritsar .. ..	5,100	96·8	2·9	..	0·3
	(c) Jammu and Kashmir .. ..	1,500	99·3	..	..	0·7
	(d) Residual .. ..	30,400	87·7	12·1	..	0·2
4	Woollen Textile .. ..	18,600	95·6	4·4	..	*
	(a) Bombay and Bombay Suburban .. ..	5,000	91·9	8·1	..	..
	(b) Amritsar .. ..	700	96·5	3·2	..	0·3
	(c) Residual .. ..	12,900	96·9	3·1	..	..
	Textile Group .. ..	12,27,000	93·4	6·6	..	*
5	Metal Extracting and Refining .. ..	59,200	91·3	8·6	..	0·1
6	Metal Rolling .. ..	25,600	96·3	3·7	..	..
7	Metal Founding .. ..	24,900	99·4	0·6	..	*
	(a) Howrah and 24 Parganas .. ..	15,200	99·6	0·3	..	0·1
	(b) Residual .. ..	9,700	99·1	0·9	..	..
8	Manufacture of Bolts, Nuts, etc. .. ..	4,200	99·1	0·9	..	..
9	Manufacture of Agricultural Implements .. ..	10,800	100·0	..	..	..
10	Manufacture of Machine Tools .. ..	9,200	99·8	0·2	..	..
11	Manufacture of Electrical Machinery and Appliances .. ..	46,100	96·0	4·0	..	..
12	Manufacture of Textile Machinery and Accessories .. ..	12,600	99·8	0·2	..	..
13	Ship Building and Repairing .. ..	24,400	100·0	..	..	..
14	Railway Workshops .. ..	1,80,900	99·9	0·1	..	..
15	Tramway Workshops .. ..	3,400	100·0	..	..	..
16	Manufacture and Repairs of Motor Vehicles .. ..	46,300	99·6	0·1	..	0·3
17	Aircraft Building and Repairing .. ..	15,200	100·0	..	..	..
18	Bicycles Manufacturing and Repairing .. ..	9,900	100·0	..	..	..

\*Less than 0·05%.

STATEMENT 2·1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	<i>Engineering Group</i>	.. 4,72,700	98·2	1·8	..	*
19	Cement .. ..	.. 19,200	94·5	5·5	..	..
20	Paper and Paper Products ..	.. 29,400	93·0	6·9	..	0·1
21	Sugar .. ..	.. 1,11,100	100·0	*	..	..
	(a) Bihar .. ..	.. 18,200	100·0	..	..	..
	(b) U. P. .. ..	.. 60,000	100·0	..	..	..
	(c) Residual .. ..	.. 32,900	100·0	*	..	..
22	Heavy and Fine Chemicals ..	.. 29,200	86·7	13·3	..	..
	(a) Calcutta .. ..	.. 5,600	98·9	1·1	..	..
	(b) Bombay and Bombay Suburban .. ..	.. 5,800	68·1	31·9	..	..
	(c) Residual .. ..	.. 17,800	89·1	10·9	..	..
23	Printing Presses .. ..	.. 76,000	99·4	0·6	..	..
24	Match Factories .. ..	.. 33,700	22·5	76·3	..	1·2
25	Glass Factories .. ..	.. 41,300	93·8	6·1	..	0·1
	(a) Calcutta and 24 Parganas .. ..	.. 5,600	98·9	1·1	..	..
	(b) Ferozabad .. ..	.. 7,700	94·6	5·4	..	..
	(c) Residual .. ..	.. 28,000	92·5	7·4	..	0·1
26	Petroleum Refineries .. ..	.. 2,500	99·4	0·6	..	..
27	Electric Light and Power Stations .. ..	.. 33,500	99·5	0·5	..	..
28	Soap Factories .. ..	.. 7,800	93·6	6·2	..	0·2
29	Hydrogenated Oil .. ..	.. 6,500	93·4	6·6	..	..
30	Tanneries .. ..	.. 20,100	98·4	1·3	..	0·3
31	Footwear Manufacturing .. ..	.. 11,500	99·8	0·2	..	..
32	Clothing Manufacturing .. ..	.. 4,000	63·8	35·1	..	1·1
33	Artificial Manures .. ..	.. 16,500	86·7	12·8	..	0·5
34	Cigarette Factories .. ..	.. 12,000	89·8	10·2	..	..
35	Bidi Factories .. ..	.. 1,10,100	69·8	29·8	..	0·4
36	Tobacco Curing Works .. ..	.. 98,900	15·9	84·1	..	*
	(a) Guntur .. ..	.. 73,500	12·4	87·6	..	..
	(b) Residual .. ..	.. 25,400	25·9	74·0	..	0·1
37	Cashewnut Factories .. ..	.. 90,600	11·0	89·0	..	..
	(a) Kerala .. ..	.. 81,100	11·4	88·6	..	..
	(b) Residual .. ..	.. 9,500	7·4	92·6	..	..
	<i>Other Factory Industries</i> .. ..	.. 7,53,600	67·8	32·0	..	0·2
	B. PLANTATIONS .. ..	.. 8,74,100	44·3	50·2	0·5	4·9
38	Tea Plantations .. ..	.. 7,66,500	43·2	51·3	0·4	5·1
	(a) North East India .. ..	.. 6,46,200	43·0	51·4	..	5·6
	(b) South India .. ..	.. 1,20,300	44·7	50·6	2·3	2·4
39	Coffee Plantations .. ..	.. 95,700	48·6	45·7	1·6	4·1
40	Rubber Plantations .. ..	.. 11,900	74·4	25·6	..	..
	C. MINES .. ..	.. 5,05,000	83·0	17·0	..	..
41	Coal Mines .. ..	.. 3,52,800	90·2	9·8	..	..
42	Manganese Mines .. ..	.. 89,800	55·4	44·6	*	..
43	Mica Mines .. ..	.. 22,700	96·3	3·7	..	..
44	Iron Ore Mines .. ..	.. 39,700	73·6	26·4	..	..

..\*Less than 0·05 per cent.

\*\*The sum of employment figures for individual industries may or may not add up to the figure for industry groups because of rounding of the figures for the industries to the nearest hundred.

## STATEMENT 2·4A

PERCENTAGE DISTRIBUTION OF WORKERS ACCORDING TO EMPLOYMENT  
STATUS IN VARIOUS INDUSTRIES

Serial No.	Industry/Stratum	Estimated total No. of workers	Per cent of Total				
			Perma- nent	Tempo- rary	Badli	Casual	Appren- tices
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<b>A. FACTORY INDUSTRIES</b> ..	24,53,300	78·7	15·2	3·3	2·2	0·6
1	Cotton Textiles ..	8,95,600	88·4	6·2	5·1	0·2	0·1
	(a) Howrah and Calcutta ..	14,600	77·3	21·2	0·8	0·5	0·2
	(b) Coimbatore ..	40,600	96·6	1·0	1·6	..	0·8
	(c) Madurai and Ramnatha puram ..	46,100	96·8	0·6	..	2·6	..
	(d) Bangalore ..	7,200	89·3	10·7	..	..	..
	(e) Ahmedabad ..	1,09,900	86·5	7·7	5·8	..	..
	(f) Bombay and Bombay Suburban ..	1,80,700	84·3	4·0	11·7	..	..
	(g) Sholapur ..	18,200	94·5	3·2	2·3	..	..
	(h) Nagpur ..	12,300	94·4	1·8	3·8	..	..
	(i) Indore ..	18,100	98·5	0·1	1·4	..	..
	(j) Kanpur ..	51,100	94·9	5·1	..	..	..
	(k) Delhi ..	38,300	87·2	5·8	6·9	..	0·1
	(l) Jaipur and Ajmer ..	5,700	96·8	0·2	3·0	..	..
	(m) Residual ..	3,52,800	87·9	8·2	3·7	0·1	0·1
2	Jute Textiles ..	2,51,700	74·5	7·5	13·2	4·1	0·7
	(a) West Bengal ..	2,35,400	73·6	8·0	13·3	4·4	0·7
	(b) Residual ..	16,300	86·5	0·8	11·2	..	1·5
3	Silk Textiles ..	61,100	81·5	16·6	1·3	0·2	0·4
	(a) Bombay and Bombay Suburban ..	24,100	84·4	12·1	2·7	..	0·8
	(b) Amritsar ..	5,100	78·4	18·4	1·1	2·1	..
	(c) Jammu and Kashmir ..	1,500	29·7	69·6	..	..	0·7
	(d) Residual ..	30,400	82·2	17·3	0·3	..	0·2
4	Woollen Textiles ..	18,600	77·3	16·5	5·6	0·1	0·5
	(a) Bombay and Bombay Suburban ..	5,000	61·1	18·0	20·9	..	..
	(b) Amritsar ..	700	79·0	21·0	..	..	..
	(c) Residual ..	12,900	83·5	15·6	..	0·2	0·7
	Textile Group ..	12,27,000	85·0	7·2	6·6	1·0	0·2
5	Metal Extracting and Re- fining ..	59,200	96·9	3·1	..	..	*
6	Metal Rolling ..	25,600	85·9	13·0	*	1·1	..
7	Metal Founding ..	24,900	70·9	27·5	..	0·2	1·4
	(a) Howrah and 24 Par- ganahs ..	15,200	73·9	24·7	..	..	1·4
	(b) Residual ..	9,700	62·3	35·3	..	0·7	1·7
8	Manufacture of Bolts, Nuts, etc. ..	4,200	82·6	14·4	..	2·1	0·9
9	Manufacture of Agricultural Implements ..	10,800	50·8	44·7	..	1·9	2·6
10	Manufacture of Machine Tools	9,200	81·5	15·6	0·1	..	2·8
11	Manufacture of Electrical Machinery and Appliances	46,100	88·0	11·1	..	..	0·9
12	Manufacture of Textile Machinery and Accessories	12,600	90·7	6·3	..	*	3·0
13	Ship Building and Repairing	24,400	92·5	6·9	..	0·1	0·5
14	Railway Workshops ..	1,80,900	80·6	15·2	..	..	4·2
15	Tramway Workshops ..	3,400	97·3	2·7	..	..	..
16	Manufacture and Repairs of Motor Vehicles ..	46,300	82·7	16·7	..	0·2	0·4

## STATEMENT 2·4 A—contd.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
17	Aircraft Building and Re- pairing .. ..	15,200	96·0	4·0	..	..	..
18	Bicycles Manufacturing and Repairing .. ..	9,900	94·7	1·6	..	0·4	3·3
	<i>Engineering Group</i> .. ..	4,72,700	84·5	13·2	..	0·2	2·1
19	Cement .. ..	19,200	94·5	4·2	..	0·8	0·5
20	Paper and Paper Products ..	29,400	85·5	13·5	0·4	0·4	0·2
21	Sugar .. ..	1,11,100	51·6	44·5†	0·1	3·5	0·3
	(a) Bihar .. ..	18,200	37·2	61·3†	0·1	0·7	0·7
	(b) U. P. .. ..	60,000	44·3	52·8†	0·1	2·5	0·3
	(c) Residual .. ..	32,900	72·8	20·0†	..	7·1	0·1
22	Heavy and Fine Chemicals ..	29,200	87·4	11·6	*	0·9	0·1
	(a) Calcutta .. ..	5,600	83·3	13·7	..	2·9	0·1
	(b) Bombay and Bombay Suburban .. ..	5,800	90·7	7·8	..	1·5	..
	(c) Residual .. ..	17,800	87·6	12·2	*	0·1	0·1
23	Printing Presses .. ..	76,000	84·0	14·6	*	0·1	1·3
24	Match Factories .. ..	33,700	32·5	10·0	..	57·5	..
25	Glass Factories .. ..	41,300	61·7	37·7	..	0·3	0·3
	(a) Calcutta and 24 Par- ganas .. ..	5,600	77·2	22·8	..	..	..
	(b) Ferozabad .. ..	7,700	0·3	99·7	..	..	..
	(c) Residual .. ..	28,000	75·6	23·6	..	0·4	0·4
26	Petroleum Refineries .. ..	2,500	99·8	0·2	..	..	..
27	Electric Light and Power Stations .. ..	33,500	74·6	21·7	0·2	2·0	1·5
28	Soap Factories .. ..	7,800	93·4	5·5	..	1·1	..
29	Hydrogenated Oil .. ..	6,500	83·4	15·7	0·1	0·8	..
30	Tanneries .. ..	20,100	79·1	15·2	..	5·7	..
31	Footwear Manufacturing ..	11,500	82·6	16·6	0·8	..	..
32	Clothing Manufacturing ..	4,000	60·7	38·7	..	0·6	..
33	Artificial Manures .. ..	16,500	66·6	28·3	..	3·5	1·6
34	Cigarette Factories .. ..	12,000	91·1	7·3	1·6	..	..
35	Bidi Factories .. ..	1,10,100	65·4	22·0	..	12·6	..
36	Tobacco Curing Works .. ..	98,900	14·0	85·7	..	0·3	..
	(a) Guntur .. ..	73,500	7·4	92·6	..	..	..
	(b) Residual .. ..	25,400	33·2	65·6	..	1·2	..
37	Cashewnut Factories .. ..	90,600	96·0	4·0	..	..	..
	(a) Kerala .. ..	81,100	99·6	0·4	..	..	..
	(b) Residual .. ..	9,500	65·9	34·1	..	..	..
	<i>Other Factory Industries</i> ..	7,53,600	64·9	29·3	0·1	5·4	0·3
	B. PLANTATIONS .. ..	8,74,100	98·4	1·3	..	0·3	..
38	Tea Plantations .. ..	7,66,500	99·8	0·2	..	*	..
	(a) North East India ..	6,46,200	100·0	..	..	..	..
	(b) South India .. ..	1,20,300	98·0	1·8	..	0·2	..
39	Coffee Plantations .. ..	95,700	90·3	7·8	..	1·9	..
40	Rubber Plantations .. ..	11,900	94·2	3·5	..	2·3	..
	C. MINES .. ..	5,05,000	90·1	9·6	*	0·2	0·1
41	Coal Mines .. ..	3,52,800	94·6	5·3	*	0·1	*
42	Manganese Mines .. ..	89,800	77·9	22·1	..	..	..
43	Mica Mines .. ..	22,700	67·7	32·3	..	..	..
44	Iron Ore Mines .. ..	39,700	90·6	7·6	..	1·7	0·1

\*Less than or equal to 0·05 per cent.

†Includes seasonal workers also (estimated to be 35·6 per cent in the country. The per-  
centage in Bihar, U. P. and the Residual Group is estimated to be 57·4, 44·5 and 7·2 respec-  
tively).

## CHAPTER III

### SYSTEMS OF WAGE PAYMENT

#### 1. Wage Periods

1·01. Unlike the practice prevailing in some of the industrially advanced countries there is generally no *predominant* period of time after which wages are paid to workers in India. The law regulating the payment of wages (i.e. the Payment of Wages Act, 1936) provides that no wage period should exceed one month and that wages earned should be paid to workers within a prescribed time limit after the expiry of the period to which they relate. The practice which prevails in various industrial establishments in the country has, therefore, been influenced mostly by the tradition or usage in the industry or region as also by the type of workers concerned and the nature of their work. The information collected in the course of the Wage Survey shows that there is a certain amount of diversity not only in the practice prevailing in various broad industry groups but, at times, in the various centres of the same industry. The following figures show the position in important industry groups. The details in respect of individual industries are given in Statement 3·1A at the end of the chapter.

#### STATEMENT 3·1

##### DISTRIBUTION OF WORKERS BY WAGE PERIODS

Industry Group	Estimated total No. of workers	Percentage of workers whose wage period was			
		Day	Week	Fortnight	Month
(1)	(2)	(3)	(4)	(5)	(6)
I. Factory Industries .. ..	24,53,300	1·1	23·9	8·8	66·2
(a) Textiles .. ..	12,27,000	0·1	23·5	10·9	65·5
(b) Engineering .. ..	4,72,700	0·1	5·8	6·6	87·5
(c) Others .. ..	7,53,600	3·3	35·9	6·7	54·1
II. Plantations .. ..	8,74,100	-	47·0	8·5	44·5
III. Mines .. ..	5,05,000	-	82·0	0·4	17·6

1·02. Although payment at monthly intervals was usually most common in the factory group of industries, there were some exceptions, e.g. Jute textiles, Footwear, *Bidi*, Tanneries, Match Factories, Tobacco Curing Works and Cashewnut Factories where other pay periods were more in vogue. In a number of industries such as Textile Machinery, Railway and Tramway Workshops, Aircraft Building and Petroleum Refineries, all the workers were paid at monthly intervals. This system was almost universal in Tea, Coffee and Rubber Plantations in South India. In the mining industries, however, only about 18 per cent of the workers were paid at monthly intervals, although taking the individual industries in the group, the range was from about 10 per cent in Coal Mines to 49 per cent in Iron Ore Mines.

1-03. Fortnightly wage payment was in vogue in a few factory industries. For instance, in Woollen, Metal Extracting and Refining, Ship Building, Paper, Soap Factories, Tanneries, Footwear and Clothing Manufacture, the proportion of workers who were paid at fortnightly intervals exceeded 20 per cent of the total employed. The system was prevalent in certain centres like Kanpur and Ahmedabad, and also, to some extent, in certain industries in some other centres, e.g., Cotton Textile industry in Howrah as well as Calcutta and Glass industry in Ferozabad. In plantations, although fortnightly payment was quite popular in Tea estates in North East India, it was not at all so in any plantation industry in South India. So far as mining industries are concerned it was important only in Mica Mines and was non-existent or negligible in others.

1-04. Weekly payment accounted for as much as 82 per cent of the workers in the mining group and 47 per cent in plantations. On the other hand, the proportion of workers paid weekly was only 24 per cent in factory industries. In all the mining industries, more than 80 per cent of the workers (the range being from 51 per cent in Iron Ore Mines to 90 per cent in coal Mines) were paid at weekly intervals. Individual industries, in which this system covered more than 50 per cent. of the workers, are Jute Textile, Match Factories, *Bidi* Factories, Tobacco Curing Works, Cashewnut Factories and Tea Plantations in North East India.

1-05. Daily payment is not a common feature although in a number of industries a small proportion of workers, paid on daily basis, comprises mainly the casual labourers who are engaged for short periods or for contingent work. In a few industries, like Tanneries and *Bidi* Factories, the proportion of workers whose wage period was a day, constituted about 14 per cent and 13 per cent respectively.

## 2. Time and Piece Rate Systems of Payment

2-01. The various systems of wage payment prevalent in industry may well be regarded as variants or combinations of two fundamental systems, viz., payment by time and payment by piece or by results. Under the system of payment by time, each worker is paid a predetermined sum for a specified unit of time, which may be an hour, a day, a week or a month, and so long as the worker is engaged on tasks specified by the employer, there is no direct control on the amount of work done by the workers. Under the system of payment by piece or by results, the worker is paid a wage which bears some fairly direct and continuous relation to his output or performance, or to the average output of the group of workers to which he belongs. The relation may be a simple one as when the remuneration is in the form of straight piece work, i.e., a uniform price per unit of work over the whole output. It may assume more complex forms as in the case of "differential piece work" wherein the rates of remuneration per unit of output may be either progressive, i.e., increasing as the output increases, or regressive, i.e., decreasing as the output increases.

2-02. The system most commonly used in nearly all countries is the one based on time rates. The advantages attributed to this system are that it provides greater security of earnings than any other system, that it involves no undue pressure to speed up, and that it is generally favoured by the employees as being conducive to solidarity among them. On the other hand, it is opposed on the ground that it fails to encourage efficient workers to give of their best and

favours, instead, a uniform pace which may be that set by the slowest worker. This objection would not, of course, apply in those industries in which the pace is set not by the individual worker but by an assembly line; in such circumstances there is little opportunity for the worker to vary his output in accordance with his ability. Moreover, there are many occupations in which it is impracticable to measure output in any standard unit, and in such cases payment by time is the only feasible system (clerical and supervisory workers, for example, are generally paid at time rates). The system of payment by results, in which there is a direct relation between output and earnings, offers the incentive of extra reward for extra effort on the part of individual workers, and correspondingly the penalty of lower earnings for less effort. Its application is necessarily limited to industries and occupations in which it is possible to measure, with reasonable accuracy, the output of workers or groups of workers concerned and in which it is possible to maintain a satisfactory degree of control over the quality of the product.

2.03. Both the systems of wage payment have long been in vogue in Indian industries. Whether the one or the other system has been in vogue depends on several factors such as tradition and historical causes, the nature of the work done, the type of machines used and the preference of the management. However, since the end of the Second World War, a definite trend towards the progressive adoption and extension of the system of payment by results has been in evidence in India as in many other countries. Such a step has been recommended as an integral part of the Government's wage policy as set out in the Second Five Year Plan thus: "Another step in this direction (i.e. increased productivity) would be the introduction of payment by results in areas where at present this principle does not apply. This approach should be followed, subject to adequate safeguards for workers, the main guarantees being a minimum (fall back) wage and protection against fatigue and undue speed up".\*

2.04. In the course of the Wage Survey information was collected regarding the system of payment applicable to workers in the various occupations in different industries. The picture that emerged is as follows :—

### STATEMENT 3.2

#### DISTRIBUTION OF WORKERS BY SYSTEMS OF PAYMENT

Industry Group					Estimated No. of workers	Percentage of	
						Time-rated workers	Piece- rated workers
(1)					(2)	(3)	(4)
I. Factory Industries					24,53,300	68.2	31.8
(a) Textiles					12,27,000	55.9	44.1
(b) Engineering					4,72,700	98.9	1.1
(c) Others					7,53,600	68.8	31.2
II. Plantations					8,74,100	24.6	75.4
III. Mines					5,05,000	42.2	57.8

\*Second Five Year Plan (1956), Ch. XXVII—p. 579.



2.05. It will be seen that while the time rate system of payment was most common in the factories group, the piece-rate system was predominant in plantations and mining group of industries. Payment by time was usual in most of the organised factory industries. Details regarding the proportion of workers paid according to time-rates and piece-rates are given in Statement 3.2A at the end of the chapter. It shows that in a few industries like Ship Building, Railway Workshops, Tramway Workshops, Motor Vehicles, Aircraft Building and Electric Light and Power, all the workers were time-rated. In most of the engineering industries and several other industries such as Cement, Paper, Sugar, Chemicals, Glass, Printing Presses, Cigarette Factories, etc., time-rated workers constituted more than 95 per cent of the total employed. In Coffee Plantations a majority of the workers were paid by time-rate, while in Tea Plantations, only about 15 per cent were time-rated. A noticeable feature of Tea Plantations was that while time-rate system was more common in South India, the bulk of the workers were piece-rated in North East India.

2.06. In Mica Mines all workers were time-rated, while in Coal and Manganese mining industries time-rated workers formed less than 40 per cent of the total. The system of payment by piece rates was more common in a few unorganised factory industries, such as Match, Footwear, Clothing, *Bidi* and Cashewnut Factories. In certain organised industries also, e.g., Cotton, Jute, Silk and Woollen Textile industries, Bicycles Manufacture, and in Iron Ore Mines, the proportion of piece-rated workers ranged between 30 and 50 per cent of the total number employed.

2.07. An analysis of occupations in various industries according to the method of payment shows that, with the exception of Match Factories, Bicycles Manufacturing, and Repairing, and Footwear Manufacturing, in all other industries 50 per cent or more of the occupations were purely time-rated. Only in 15 out of the 44 industries surveyed, there were some occupations which were purely piece-rated. The percentage of purely piece-rated occupations was the highest in Footwear Industry being 32, followed by Match Factories where it was 29. In the other thirteen industries it ranged from 0.8 (Cotton Textile) to 16 (Coffee Plantations). The following Statement 3.3 shows the distribution of occupations according to the method of payment in different industries:—

**STATEMENT 3.3**  
**DISTRIBUTION OF OCCUPATIONS ACCORDING TO METHOD OF PAYMENT**

Serial No.	Industry			Total No. of Occupations	Number of occupations which are		
					purely time-rated	purely piece-rated	combined, i.e. time and piece-rated
(1)	(2)			(3)	(4)	(5)	(6)
1	Cotton Textile	..	..	251	171 (68.1)	2 (0.8)	78 (31.1)
2	Jute Textile	..	..	167	109 (65.3)	7 (4.2)	5 (30.5)
3	Silk Textile	..	..	116	94 (81.0)	—	22 (19.0)

STATEMENT 3·3—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
4	Woollen Textile .. ..	142	83 (58·5)	10 (7·0)	49 (34·5)
5	Metal Extracting and Refining ..	281	279 (99·3)	—	2 (0·7)
6	Metal Rolling .. ..	160	149 (93·1)	—	11 (6·9)
7	Metal Founding .. ..	79	64 (81·0)	1 (1·3)	14 (17·7)
8	Manufacture of Bolts and Nuts, etc. ..	42	41 (97·6)	—	1 (2·4)
9	Manufacture of Agricultural Implements	38	26 (68·4)	—	12 (31·6)
10	Manufacture of Machine Tools ..	68	48 (70·6)	—	20 (29·4)
11	Manufacture of Electrical Machinery and Appliances .. ..	140	117 (83·6)	—	23 (16·4)
12	Manufacture of Textile Machinery and Accessories .. ..	93	71 (76·3)	—	22 (23·7)
13	Ship Building and Repairing ..	95	95 (100·0)	—	—
14	Railway Workshops .. ..	88	88 (100·0)	—	—
15	Tramway Workshops .. ..	63	63 (100·0)	—	—
16	Manufacture and Repairs of Motor Vehicles .. ..	104	104 (100·0)	—	—
17	Aircraft Building and Repairing ..	84	84 (100·0)	—	—
18	Bicycles Manufacturing and Repairing	75	34 (45·3)	4 (5·3)	37 (49·4)
19	Cement .. ..	92	91 (98·9)	—	1 (1·1)
20	Paper and Paper Products .. ..	114	105 (92·1)	—	9 (7·9)
21	Sugar .. ..	92	88 (95·7)	—	4 (4·3)
22	Heavy and Fine Chemicals .. ..	37	31 (83·8)	—	6 (16·2)
23	Printing Presses .. ..	100	80 (80·0)	—	20 (20·0)
24	Match Factories .. ..	99	41 (41·4)	29 (29·3)	29 (29·3)
25	Glass Factories .. ..	111	96 (86·5)	2 (1·8)	13 (11·7)
26	Petroleum Refineries .. ..	38	34 (89·5)	1 (2·6)	3 (7·9)
27	Electric Light and Power Stations ..	65	65 (100·0)	—	—
28	Soap Factories .. ..	79	73 (92·4)	—	6 (7·6)
29	Hydrogenated Oil .. ..	39	37 (94·9)	—	2 (5·1)
30	Tanneries .. ..	83	57 (68·7)	1 (1·2)	25 (30·1)
31	Footwear Manufacturing .. ..	77	21 (27·3)	25 (32·5)	31 (40·2)
32	Clothing Manufacturing .. ..	25	19 (76·0)	—	6 (24·0)

STATEMENT 3·3—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
33	Artificial Manures .. ..	94	93 (98·9)	—	1 (1·1)
34	Cigarette Factories .. ..	63	61 (96·8)	—	2 (3·2)
35	Bidi Factories .. ..	10	6 (60·0)	1 (10·0)	3 (30·0)
36	Tobacco Curing Works .. ..	67	60 (89·6)	—	7 (10·4)
37	Cashewnut Factories .. ..	19	15 (79·0)	2 (10·5)	2 (10·5)
38	Tea Plantations .. ..	7	5 (71·4)	—	2 (28·6)
39	Coffee Plantations .. ..	6	5 (83·3)	1 (16·7)	—
40	Rubber Plantations .. ..	5	4 (80·0)	—	1 (20·0)
41	Coal Mines .. ..	91	74 (81·3)	1 (1·1)	16 (17·6)
42	Manganese Mines .. ..	54	40 (74·1)	1 (1·9)	13 (24·0)
43	Mica Mines .. ..	19	19 (100·0)	—	—
44	Iron Ore Mines .. ..	77	73 (94·8)	—	4 (5·2)

NOTE—Figures in brackets are percentages.

2·08. Important occupations which are predominantly piece-rated, in those industries in which more than 5 per cent of the workers are paid on this basis, are given below :

**STATEMENT 3·4**  
**OCCUPATIONS IN WHICH LARGE NUMBER OF PIECE RATED WORKERS**  
**WERE EMPLOYED**

Serial No.	Industry	Occupations in which large number of piece-rated workers were employed
(1)	(2)	(3)
<b>A. FACTORY INDUSTRIES</b>		
1	Cotton Textile .. ..	Drawing Tenter; Slubber; Inter Tenter; Sider (Double/Single); Roving Tenter (Double/Single); Warper; Winder; Drawer in; Weaver; Reeler; Cloth Picker; Jobber; Threader.
2	Jute Textile .. ..	Selector; Root Cutter; Cop Winder; Warp Winder; Reeler; Beamer; Weaver; Cloth Repairer; Sewing Machine Operator; Hemming Machine Operator; Hand Sewer; Pressman; Sectional Sirdar; <i>Mazdoor</i> .
3	Silk Textile .. ..	Drawer in; Reacher; Weaver; Jobber.
4	Woollen Textile .. ..	Mule Minder; Drawing Man; Spinner; Twister; Weaver; Warper; Hand Socks Knitter; Tailor; Knotter; Winder; Drawer.
5	Metal Founding .. ..	Moulder/Coremaker; <i>Mazdoor</i> .
6	Agricultural Implements .. ..	Blacksmith; Hammerman; Machinist; Moulder; Assembler; Polisher.
7	Machine Tools .. ..	Machinist; Turner; Cutting Operator; Bench Fitter; Balcksmith; Straightener; Heat Treater.

STATEMENT 3·4—*contd.*

Serial No.	Industry	Occupations in which large number of piece rated workers were employed
(1)	(2)	(3)
8	Textile Machinery and Accessories.	Machine Moulder; Capston Operator; Miller; Fitter; Grinder; Tinker-man; Polisher.
9	Bicycles Manufacturing and Repairing.	Press Operator; Mopper; Electroplator; Packer; Polisher; Spring Winder; Turner; Carpenter; Fitter; Bracer; Driller.
10	Match Factories .. ..	Operators—Box Making/Box Closing/Box Filling; Band Rolling; Packer; Helper; Transporter.
11	Tanneries .. ..	Hand Flesher; Scudder; Scourer; Knifer; Setter; Dyeing Drumman; Trimmer; <i>Mazdoor</i> .
12	Footwear Manufacturing .. ..	Cutter; Machine Operator; Press Cutter; Assembler; Fitter; <i>Mazdoor</i> ; Helper.
13	Clothing Manufacturing .. ..	Cutter; Tailor; Stitcher; Ironer.
14	<i>Bidi</i> Factories .. ..	<i>Bidi</i> Roller; Labeller; <i>Bidi</i> Counter.
15	Tobacco Curing Works .. ..	Stemmer; Bale and Package Opener; Packer; Labeller; Wrapper; <i>Mazdoor</i> .
16	Cashewnut Factories .. ..	Sheller; Peeler; Grader; <i>Mazdoor</i> .
	B. PLANTATIONS	
17	Tea Plantations .. ..	Plucker; Field Worker.
18	Rubber Plantations .. ..	Tapper.
	C. MINES	
19	Coal Mines .. ..	Miner; Trammer; Driller; <i>Mazdoor</i> ; Bucketman; Loco Driver.
20	Manganese Mines .. ..	Digger; Driller; Mindor; Dresser; Carrier; Screener and Cleaner; Ore-washing Operator; Open Cast Miner; Loader; Unloader; <i>Mazdoor</i> .
21	Iron Ore Mines .. ..	Miner; Hand Driver; <i>Mazdoor</i> .

## STATEMENT 3·1A

## DISTRIBUTION OF WORKERS ACCORDING TO WAGE PERIODS

Serial No.	Industry/Stratum	Estimated total No. of workers	Percentage of workers whose wage period was			
			Day	Week	Fort-night	Month
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	A. FACTORY INDUSTRIES	24,53,300	1·1	23·9	8·8	66·2
1	Cotton Textile .. ..	8,95,600	0·1	5·5	13·4	81·0
	(a) Howrah and Calcutta .. ..	14,600	—	71·9	20·9	7·2
	(b) Coimbatore .. ..	40,600	—	0·1	—	99·9
	(c) Madurai and .. ..					
	Ramnathpuram .. ..	46,100	2·1	0·9	—	97·0
	(d) Bangalore .. ..	7,200	—	—	—	100·0
	(e) Ahmedabad .. ..	1,09,900	—	—	34·2	65·8
	(f) Bombay and Bombay Suburban .. ..	1,80,700	—	—	—	100·0
	(g) Sholapur .. ..	18,200	—	6·9	—	93·1
	(h) Nagpur .. ..	12,300	—	—	—	100·0
	(i) Indore .. ..	18,100	—	—	—	100·0
	(j) Kanpur .. ..	51,100	—	—	86·9	13·1
	(k) Delhi .. ..	38,300	—	—	—	100·0
	(l) Jaipur and Ajmer .. ..	5,700	—	—	—	100·0
	(m) Residual .. ..	3,52,800	—	10·3	9·6	80·1

STATEMENT 3·1 A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2	Jute Textile .. ..	2,51,700	—	93·7	1·7	4·6
	(a) West Bengal .. ..	2,35,400	—	98·0	—	2·0
	(b) Residual .. ..	16,300	—	31·6	26·0	42·4
3	Silk Textile .. ..	61,100	—	0·7	5·9	93·4
	(a) Bombay and Bombay Suburban .. ..	24,100	—	—	—	100·0
	(b) Amritsar .. ..	5,100	—	—	17·1	82·9
	(c) Jammu and Kashmir .. ..	1,500	—	—	—	100·0
	(d) Residual .. ..	30,400	—	1·4	8·9	89·7
4	Woollen Textile .. ..	18,600	—	4·3	31·6	64·1
	(a) Bombay and Bombay Suburban .. ..	5,000	—	—	—	100·0
	(b) Amritsar .. ..	700	—	—	20·3	79·7
	(c) Residual .. ..	12,900	—	6·2	44·5	49·3
	<i>Textile Group</i> .. ..	12,27,000	0·1	23·5	10·9	65·5
5	Metal Extracting and Refining .. ..	59,200	—	7·7	28·5	63·8
6	Metal Rolling .. ..	25,600	—	10·2	7·6	82·2
7	Metal Founding .. ..	24,900	—	46·7	2·4	50·9
	(a) Howrah and 24 Parganas .. ..	15,200	—	73·5	—	26·5
	(b) Residual .. ..	9,700	—	4·7	6·1	89·2
8	Manufacture of Bolts, Nuts, etc. .. ..	4,200	1·1	24·9	—	74·0
9	Manufacture of Agricultural Implements .. ..	10,800	1·9	4·9	3·4	89·8
10	Manufacture of Machine Tools .. ..	9,200	—	8·2	0·7	91·1
11	Manufacture of Electrical Machinery and Appliances .. ..	46,100	—	5·1	9·0	85·9
12	Manufacture of Textile Machinery and Accessories .. ..	12,600	—	—	—	100·0
13	Ship Building and Repairing .. ..	24,400	—	7·0	22·9	70·1
14	Railway Workshops .. ..	1,80,900	—	—	—	100·0
15	Tramway Workshops .. ..	3,400	—	—	—	100·0
16	Manufacture and Repairs of Motor Vehicles .. ..	46,300	*	0·7	3·8	95·5
17	Aircraft Building and Repairing .. ..	15,200	—	—	—	100·0
18	Bicycles Manufacturing and Repairing .. ..	9,900	—	0·4	—	99·6
	<i>Engineering Group</i> .. ..	4,72,700	0·1	5·8	6·6	87·5
19	Cement .. ..	19,200	0·3	0·9	6·3	92·5
20	Paper and Paper Products .. ..	29,400	—	0·3	20·3	79·4

\*Less than 0·05. per cent.

## STATEMENT 3.1 A—contd.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
21	Sugar .. ..	1,11,100	1.8	0.2	0.8	97.2
	(a) Bihar .. ..	18,200	—	0.6	0.4	99.0
	(b) U. P. .. ..	60,000	3.3	—	0.9	95.8
	(c) Residual .. ..	32,900	—	0.3	0.8	98.9
22	Heavy and Fine Chemicals .. ..	29,200	—	5.9	4.5	89.6
	(a) Calcutta .. ..	5,600	—	22.6	—	77.4
	(b) Bombay and Bombay Suburban .. ..	5,800	—	—	—	100.0
	(c) Residual .. ..	17,800	—	2.6	7.3	90.1
23	Printing Presses .. ..	76,000	1.7	2.8	0.8	94.7
24	Match Factories .. ..	33,700	0.1	69.4	14.3	16.2
25	Glass Factories .. ..	41,300	2.5	13.2	14.3	70.0
	(a) Calcutta and 24 Parganas .. ..	5,600	—	30.9	—	69.1
	(b) Ferozabad .. ..	7,700	—	13.4	36.3	50.3
	(c) Residual .. ..	28,000	3.6	9.6	11.1	75.7
26	Petroleum Refineries .. ..	2,500	—	—	—	100.0
27	Electric Light and Power Stations .. ..	33,500	—	1.2	2.2	96.6
28	Soap Factories .. ..	7,800	0.9	8.4	23.9	66.8
29	Hydrogenated Oil .. ..	6,500	—	20.6	15.2	64.2
30	Tanneries .. ..	20,100	14.0	10.1	43.4	32.5
31	Footwear Manufacturing .. ..	11,500	—	35.8	51.2	13.0
32	Clothing Manufacturing .. ..	4,000	2.1	20.7	24.2	53.0
33	Artificial Manures .. ..	16,500	—	29.6	5.7	64.7
34	Cigarette Factories .. ..	12,000	—	—	17.9	82.1
35	Bidi Factories .. ..	1,10,100	12.6	58.1	4.6	24.7
36	Tobacco Curing Works .. ..	98,900	2.3	84.4	0.8	12.5
	(a) Guntur .. ..	73,500	3.1	83.5	0.7	12.7
	(b) Residual .. ..	25,400	—	87.0	1.0	12.0
37	Cashewnut Factories* .. ..	90,600	1.2	82.4	1.8	14.6
	(a) Kerala* .. ..	81,100	—	83.7	1.6	14.7
	(b) Residual .. ..	9,500	11.1	71.6	3.7	13.6
	Other Factory Industries .. ..	7,53,600	3.3	35.9	6.7	54.1
	B. PLANTATIONS .. ..	8,74,100	—	47.0	8.5	44.5
38	Tea Plantations .. ..	7,66,500	—	53.5	9.6	36.9
	(a) North East India .. ..	6,46,200	—	63.4	11.4	25.2
	(b) South India .. ..	1,20,300	—	—	—	100.0
39	Coffee Plantations .. ..	95,700	—	0.8	0.4	98.8
40	Rubber Plantations .. ..	11,900	2.2	5.1	—	92.7
	C. MINES .. ..	5,05,000	—	82.0	0.4	17.6
41	Coal Mines .. ..	3,52,800	—	90.0	0.2	9.8
42	Manganese Mines .. ..	89,800	—	66.8	—	33.2
43	Mica Mines .. ..	22,700	—	71.3	6.2	22.5
44	Iron Ore Mines .. ..	39,700	—	51.0	—	49.0

\*The remaining 0.1 per cent workers had their pay period consisting of 9 days.

## STATEMENT 3·2A

## PROPORTION OF TIME-RATED AND PIECE-RATED WORKERS IN VARIOUS INDUSTRIES

Serial No.	Industry/Stratum			Estimated total number of workers	Percentage of	
					Time-rated workers	Piece-rated workers
(1)	(2)			(3)	(4)	(5)
	<b>A. FACTORY INDUSTRIES</b>			24,53,300	68·2	31·8
1	Cotton Textile	..	..	8,95,600	56·7	43·3
	(a) Howrah and Calcutta	..	..	14,600	51·2	48·8
	(b) Coimbatore	..	..	40,600	51·9	48·1
	(c) Madurai and Ramnathpuram	..	..	46,100	80·2	19·8
	(d) Bangalore	..	..	7,200	37·6	62·4
	(e) Ahmedabad	..	..	1,09,900	52·0	48·0
	(f) Bombay and Bombay Suburban	..	..	1,80,700	55·3	44·7
	(g) Sholapur	..	..	18,200	52·4	47·6
	(h) Nagpur	..	..	12,300	67·8	32·2
	(i) Indore	..	..	18,100	42·9	57·1
	(j) Kanpur	..	..	51,100	44·8	55·2
	(k) Delhi	..	..	38,300	49·9	50·1
	(l) Jaipur and Ajmer	..	..	5,700	63·1	36·9
	(m) Residual	..	..	3,52,800	60·3	39·7
2	Jute Textile	..	..	2,51,700	54·1	45·9
	(a) West Bengal	..	..	2,35,400	53·2	46·8
	(b) Residual	..	..	16,300	67·6	32·4
3	Silk Textile	..	..	61,100	49·2	50·8
	(a) Bombay and Bombay Suburban	..	..	24,100	49·2	50·8
	(b) Amritsar	..	..	5,100	44·3	55·7
	(c) Jammu and Kashmir	..	..	1,500	47·8	52·2
	(d) Residual	..	..	30,400	50·1	49·9
4	Woollen Textile	..	..	18,600	63·7	36·3
	(a) Bombay and Bombay Suburban	..	..	5,000	78·6	21·4
	(b) Amritsar	..	..	700	52·1	47·9
	(c) Residual	..	..	12,900	58·5	41·5
	Textile Group	..	..	12,27,000	55·9	44·1
5	Metal Extracting and Refining	..	..	59,200	99·6	0·4
6	Metal Rolling	..	..	25,600	95·5	4·5
7	Metal Founding	..	..	24,900	94·8	5·2
	(a) Howrah and 24-Parganas	..	..	15,200	93·1	6·9
	(b) Residual	..	..	9,700	98·5	1·5
8	Manufacture of Bolts, Nuts, etc.	..	..	4,200	98·5	1·5
9	Manufacture of Agricultural Implements	..	..	10,800	92·6	7·4
10	Manufacture of Machine Tools	..	..	9,200	94·0	6·0
11	Manufacture of Electrical Machinery and Appliances	..	..	46,100	98·8	1·2
12	Manufacture of Textile Machinery and Accessories	..	..	12,600	92·3	7·7
13	Ship Building and Repairing	..	..	24,400	100·0	—
14	Railway Workshops	..	..	1,80,900	100·0	—
15	Tramway Workshops	..	..	3,400	100·0	—

STATEMENT 3·2A—*contd.*

(1)	(2)	(3)	(4)	(5)
16	Manufacture and Repairs of Motor Vehicles ..	46,300	100·0	—
17	Aircraft Building and Repairing ..	15,200	100·0	—
18	Bicycles Manufacturing and Repairing ..	9,900	54·1	45·9
	<i>Engineering Group</i> .. ..	4,72,700	98·9	1·1
19	Cement .. ..	19,200	95·5	4·5
20	Paper and Paper Products .. ..	29,400	95·6	4·4
21	Sugar .. ..	1,11,100	99·5	0·5
	(a) Bihar .. ..	18,200	99·5	0·5
	(b) U.P. .. ..	60,000	99·8	0·2
	(c) Residual .. ..	32,900	98·9	1·1
22	Heavy and Fine Chemicals .. ..	29,200	96·6	3·4
	(a) Calcutta .. ..	5,600	95·4	4·6
	(b) Bombay and Bombay Suburban ..	5,800	99·2	0·8
	(c) Residual .. ..	17,800	96·1	3·9
23	Printing Presses .. ..	76,000	95·8	4·2
24	Match Factories .. ..	33,700	15·2	84·8
25	Glass Factories .. ..	41,300	96·7	3·3
	(a) Calcutta and 24-Parganas ..	5,600	98·4	1·6
	(b) Ferozabad .. ..	7,700	99·9	0·1
	(c) Residual .. ..	28,000	95·4	4·6
26	Petroleum Refineries .. ..	2,500	94·2	5·8
27	Electric Light and Power Stations ..	33,500	100·0	—
28	Soap Factories .. ..	7,800	95·7	4·3
29	Hydrogenated Oil .. ..	6,500	98·8	1·2
30	Tanneries .. ..	20,100	54·2	45·8
31	Footwear Manufacturing .. ..	11,500	30·6	69·4
32	Clothing Manufacturing .. ..	4,000	30·8	69·2
33	Artificial Manures .. ..	16,500	98·4	1·6
34	Cigarette Factories .. ..	12,000	98·9	1·1
35	<i>Bidi</i> Factories .. ..	1,10,100	7·6	92·4
36	Tobacco Curing Works .. ..	98,900	86·1	13·9
	(a) Guntur .. ..	73,500	91·5	8·5
	(b) Residual .. ..	25,400	70·5	29·5
37	Cashewnut Factories .. ..	90,600	6·5	93·5
	(a) Kerala .. ..	81,100	5·5	94·5
	(b) Residual .. ..	9,500	15·7	84·3
	<i>Other Factory Industries</i> .. ..	7,53,600	63·8	31·2
	B. PLANTATIONS .. ..	8,74,100	24·6	75·4
38	Tea Plantations .. ..	7,66,500	15·4	84·6
	(a) North East India .. ..	6,46,200	3·9	96·1
	(b) South India .. ..	1,20,300	77·3	22·7
39	Coffee Plantations .. ..	95,700	95·6	4·4
40	Rubber Plantations .. ..	11,900	46·6	53·4
	C. MINES .. ..	5,05,000	42·2	57·8
41	Coal Mines .. ..	3,52,800	37·8	62·2
42	Manganese Mines .. ..	89,800	36·5	63·5
43	Mica Mines .. ..	22,700	100·0	—
44	Iron Ore Mines .. ..	39,700	61·7	38·3



## CHAPTER IV

### WAGE RATES AND DEARNESS ALLOWANCE

A peculiar feature of the wage structure in India is the existence of dearness allowance as a supplement to wages. While in most of the industrial countries there is only one main component of wages which is adjusted with the rise or fall in the cost of living, in India there are usually two elements, viz., (a) the basic wage which normally remains constant, and (b) the dearness allowance that generally fluctuates with the movement of the price level. Though a fairly large number of industrial establishments in the country pay a separate dearness allowance to their employees there are many which pay only consolidated wages. Since wage rates paid to workers employed in establishments paying a separate dearness allowance could not be considered to be at par with the rates of those workers who were receiving only consolidated wages in other establishments it was considered desirable to take both the components (i.e., basic wages and dearness allowance) into consideration in the study of wage rates so that comparability was ensured. The term "wage rates" used here therefore includes both the components.

#### 1. *Dearness Allowance*

1·01. In view of the fact that fluctuations in prices affect the purchasing power and consequently the standard of living, the question of adjustment of wages to price fluctuations is a matter of lasting importance to workers. As mentioned earlier, in most of the industrially advanced countries such adjustments are made by upward or downward revisions, as the case may be, of wages themselves; in India this is being done generally by making a separate payment known variously as dearness allowance, dearfood or cost of living allowance. The practice of paying a separate dearness allowance, as distinct from basic wages, was introduced during the First World War in the Ahmedabad Textile industry. With the advent of the economic recession, however, the dearness allowance, which had been granted, was either substantially reduced or partially merged into wages. After the outbreak of the Second World War demands were again made by organised workers in various industries for the grant of an allowance to compensate them for the rise in the cost of living. Most of these demands were referred to Adjudicators, Tribunals, etc., for settlement although there were quite a few cases in which the matter was settled through voluntary action by employers or by mutual agreement between the workers and the employers. There are also a large number of units, especially in unorganised industries, which do not pay any dearness allowance at all but continue to pay a consolidated wage only, which they often claim to include the cost of living allowance.

1·02. In the course of the Wage Survey, information was collected regarding basic wage and the dearness allowance paid to workers in different occupations. The proportion of units which paid a separate dearness allowance and the proportion of workers who received such an allowance separately in various

industry groups are given below. (Industry-wise details are given in Statement 4·1A):—

### STATEMENT 4·1

#### PERCENTAGE OF UNITS PAYING AND WORKERS RECEIVING DEARNESS ALLOWANCE

Industry Group	Total No. of units in the industry*	Estimated No. of workers	Percentage of	
			Units paying dearness allowance	Workers getting dearness allowance
(1)	(2)	(3)	(4)	(5)
I. Factory Industries .. .. .	11,815	24,53,300	38·1	76·5
(a) Textiles .. .. .	2,482	12,27,000	47·9	95·3
(b) Engineering .. .. .	2,652	4,72,700	41·8	85·4
(c) Others .. .. .	6,681	7,53,600	33·0	40·4
II. Plantations .. .. .	2,639	8,74,100	76·5	60·8
III. Mines .. .. .	2,091	5,05,000	73·7	84·7

\* Data relates to 1955 in the case of factory industries and to 1956-57 in the case of plantations and mines.

1·03. In the factory industries, the percentage of units paying a separate component of dearness allowance to their workers varied a great deal from industry to industry. In the plantation industries, the system of paying dearness allowance obtained in most of the units, their percentage being 92·8 in Tea, 54·9 in Coffee and 80·9 in Rubber. As regards mining industries, all the units in the Coal mining industry paid dearness allowance in accordance with the All-India Colliery Tribunal Award applicable to the whole industry. About 82 per cent of the Mica Mines and 68 per cent of the Iron Ore Mines also paid dearness allowance. In the Manganese Mines, however, the practice obtained only in about 41 per cent of the units.

1·04. In most of the industries, the number of workers getting separate components of basic wage and dearness allowance was far greater than the number that received a consolidated wage only. The proportion of workers getting dearness allowance, in addition to basic wages, far exceeded 75 per cent in important industries like Cotton Textile, Jute Textile, Metal Extracting and Refining, Railway Workshops, Cement Industry, Paper and Paper Products, Cigarette Factories, etc.; on the other hand, only a small proportion of workers got dearness allowance in *Bidi* Factories (0·9%) and Cashewnut Factories (2·1%); only in one other industry, namely, Match Factories, it was less than 25 per cent. In Tea plantations, nearly 70 per cent of the workers were paid dearness allowance, while in Coffee and Rubber plantations the proportion was very small, being about 8 per cent and 1 per cent respectively. It may be mentioned that the wage rates fixed for plantation workers in the South are generally all-inclusive rates with no separate dearness allowance; whereas in the Tea plantations in North East India a separate dearness allowance is paid in most estates. A large majority of the workers in Coal, Mica and Iron Ore mines got dearness allowance, while in Manganese mines, a much smaller number (33·9%) got it,

Most of the Manganese Mines in Madhya Pradesh, which is the most important region for manganese mining, were governed by an agreement which fixed consolidated wage and no dearness allowance. On the whole, in 30 of the 44 industries covered, more than 50 per cent of the workers were paid dearness allowance.

1.05. The workers who were in receipt of a dearness allowance in the various industries have been further grouped, on the basis of the system of payment applicable to the majority of the workers, into four categories, namely (a) linked to the consumer price index numbers\*, (b) at a flat rate for all workers, (c) on a scale graduated according to income groups, and (d) 'other' than the three mentioned earlier. The distribution of workers getting dearness allowance according to these different systems in various industries is given in Statement 4.2A at the end of the chapter. The position in broad industry groups was as follows:

**STATEMENT 4.2**  
**DISTRIBUTION OF WORKERS BY SYSTEMS OF DEARNESS ALLOWANCE**

Industry Group		Estimated No. of workers getting dearness allowance	Percentage of workers getting Dearness Allowance according to			
			Consumer price index numbers	Flat rate	Income Group	Others
(1)		(2)	(3)	(4)	(5)	(6)
I. Factory Industries .. ..	..	18,76,800	40.9	27.3	30.7	1.1
(a) Textiles .. ..	..	11,68,900	53.5	37.5	8.9	0.1
(b) Engineering .. ..	..	4,03,700	11.0	2.1	85.8	1.1
(c) Others .. ..	..	3,04,400	32.1	21.7	41.6	4.6
II. Plantations .. ..	..	5,31,400	0.3	7.9	0.2	91.6
III. Mines .. ..	..	4,27,700	81.5	2.7	10.4	5.4

1.06. A study of the percentage distribution of workers getting dearness allowance according to the consumer price index numbers would show that in the textile industries generally (with the exception of Jute Textile), this system predominated, the percentage of workers covered being of the order of 66 in Cotton Textile, 75.6 in Silk Textile and 98.3 in Woollen Textile. Other industries in which payment of dearness allowance on this basis was widely adopted were: Bicycle Manufacture, Textile Machinery and Accessories, Ship Building and Repairing, Petroleum Refineries, Soap Factories, Cigarette Factories, Hydrogenated Oil Factories, Footwear Manufacture, Tobacco Curing Works, Coal Mines, etc.

1.07. The main factors taken into consideration in linking the dearness allowance to consumer price index numbers usually are the availability of such indices for the centres concerned, and the ability of the industry or units in the centre to pay the allowance on that basis. The rate is fixed at a level which would neutralise the rise in the cost of living to a given extent (which ranged between 60 per cent and 100 per cent in most of the centres). The chief merits

\*Formerly it was known as Cost of Living Index Numbers.

of this system is that the amount of the allowance is automatically adjusted to the rise or fall in the index numbers according to an agreed scale and it commands the faith both of employers and workers.

1·08. Among the several variants of this mode of payment of dearness allowance, the most commonly adopted one is that of payment at a uniformly fixed rate per point rise/fall in the consumer price index numbers, above a certain level. Under this system, all categories of workers get the same amount of allowance which in effect means that workers in the lower wage groups receive a higher proportion of their wages as dearness allowance, than those in the higher wage groups. This has been justified on the ground that the low paid workers, who are usually at the subsistence plus level, should, as far as possible, be given 100 per cent compensation for the rise in the cost of living and that in the case of the higher paid categories, a lower rate of compensation would do as they have a margin for saving which can absorb the impact of the increased living costs.

1·09. The best known examples of this method of paying dearness allowance are the schemes obtaining in the Cotton Textile industry in Bombay, Ahmedabad, Nagpur and Madras. In Bombay dearness allowance is paid at the rate of 1·9 pies per day per point rise above 105<sup>1</sup> in the Bombay consumer price index number\*, 2·34<sup>2</sup> pies per day per point rise above 73 in Ahmedabad, 1·1 pies per day per point above 100<sup>3</sup> in Nagpur, and 3 annas per month per point rise above 100<sup>4</sup> in Madras, Madurai and Coimbatore. In a number of other industries such as Chemicals and in several engineering units, particularly in Bombay, dearness allowance is paid at a certain percentage of the rate paid to the cotton mill workers, the percentage varying from 45 to 100 depending on the financial capacity of the industry or units to pay. Other important variants of this method are : fixing a different rate per point for different slabs of the consumer price index number, and fixing a certain rate for the rise in the index by a given number of points. The former method obtains in the Cotton and Woollen Textile Mills in Uttar Pradesh and provides for the payment of dearness allowance at a rate varying from 3 annas per point for the Kanpur cost of living index† between 126—200, to 2 annas per point for the rise in the index between 601—700. In the latter, the allowance is increased only when the index goes up or down by a specified number of points during a stipulated period, and the most important example of this method is the system that obtains in the coal mining industry, whereby, the dearness allowance is linked to the all-India consumer price index number (1952=100), and is moved at the rate of Rs. 4·87 per month for every change of 10 points above 102 in the index. This is in addition to the basic dearness allowance paid according to income

\* By a subsequent decision of the Labour Appellate Tribunal this standard rate has been increased as follows:—

Index between 325—335	..	..	..	..	..	5%
Index between 335—350	..	..	..	..	..	7½%
Index above 350	..	..	..	..	..	10%
(1) Base year ending June 1934	..	..	..	..	..	100
(2) Base year ending July 1927	..	..	..	..	..	100
(3) Base 1939	..	..	..	..	..	100
(4) Base 1937	..	..	..	..	..	100

† Base 1939 = 100

slabs, ranging from 150 per cent of basic wages upto Rs. 30 per month to 40 per cent of wages (subject to a minimum of Rs. 67) for those getting wages from Rs. 101 to Rs. 300 per month.

1.10. Among the systems of dearness allowance not linked to consumer price index numbers, one of the common forms is that of paying the allowance at a flat rate to all employees, irrespective of their wages, and without linking the allowance in any way with changes in the cost of living index. The factors mainly responsible for the adoption of this system are its simplicity, greater relief afforded to persons in the lower income groups and the absence of suitable cost of living indices to which the allowance could be linked. This method is in vogue generally in individual units in different industries and at various centres. The important instances in which it has been adopted on an industry/region basis are those of the Cotton Textile and Jute Textile industries in West Bengal. In the former, dearness allowance is paid at a flat rate of Rs. 30.00 per month\* to all workers, and in the latter at a flat rate of Rs. 32.50 per month. Other industries in which flat rate payment of dearness allowance is prevalent are Tanneries, Clothing Manufacture, Paper and Paper Products, and Mica Mines, etc.

1.11. The payment of dearness allowance at rates varying according to income groups is widely prevalent in most of the engineering industries, in Sugar, Printing Presses, Glass, Electric Light and Power, Artificial Manures, and Iron Ore Mines. The percentage of workers paid under this system was more than 75 in a number of engineering industries such as Railway Workshops, Metal Extracting and Refining, Aircraft Building, Tramway Workshops, Electrical Machinery and Machine Tools. This system of payment of the allowance has been adopted by wage fixing authorities, in whose view the system of a uniform flat rate allowance was not quite just to the persons in the higher salary groups as they are entitled to a higher amount of dearness allowance, if it is to neutralise the rise in the cost of living to a reasonable extent. Schemes of dearness allowance have accordingly been devised which are not linked to the cost of living index numbers, but which provide for a higher amount of allowance for workers in the higher wage/salary groups. Under these schemes, the dearness allowance is paid either at a fixed percentage of the basic wages, or according to a graduated scale based on income slabs in such a way that the amount of dearness allowance increases with each slab of salary increase, but the rate goes on diminishing. This means that a lower rate of compensation is given to the higher categories of workers, although the amount of the allowance they get is larger than that received by the lower paid groups. This system prevails in the engineering industry in West Bengal, and in a number of units in Bihar and other centres. Most of the Government employees are also paid according to this system. In the Coal Mining industry although the allowance is basically linked to cost of living index, it is also paid at a percentage of basic wages, the percentage varying with income slabs.

1.12. Apart from these three distinct and commonly adopted systems of payment of dearness allowance, in quite a few units the allowance is paid on an arbitrary basis, without any fixed system, at rates which vary between workers or groups of workers without being related to income groups. Under some of the schemes, two different rates are applicable and the worker can choose the one

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\*Since raised to Rs. 32.50 p.m.

which is more advantageous to him; in some, dearness allowance is paid at different rates to men and women workers and in some daily rated and monthly rated workers get different rates of dearness allowance. Further, there are a number of units in which no particular system obtains, but the managements pay dearness allowance at their discretion, sometimes different amounts to different workers. Those getting dearness allowance in such units have been grouped under the column 'Others' in Statement 4·2A. It is seen that the industries in which such "Other Systems" were prevalent to any considerable extent were: Metal Founding, Agricultural Implements, Hydrogenated Oil Factories, Cement Factories, Tea Plantations and Manganese and Mica Mines. In Tea Plantations most of the workers getting dearness allowance were paid at rates which were different for men and women and between areas and States, and have therefore been included and shown in the group "Others" in Statement 4·2A.

## 2. Wage Rates

2·01. In the course of the Wage Survey data on wage-rates of workers in various occupations were collected. The term 'wage rates', as mentioned earlier, includes both the components, basic wage and dearness allowance (where these are paid separately) in order to ensure comparability with consolidated wages (i.e. without any separate component of dearness allowance) which are also paid by a large number of units. The wage rates for all occupations were collected with the minimum as well as the maximum of the rate obtaining in each occupation. In the case of time-rated workers, the minimum and maximum of the scale (where there was a definite time scale) or the actual minimum and maximum rates paid to workers in the same occupation during the pay period under reference, were recorded. In the case of piece-rated workers the actual minimum and maximum earnings on the first (normal) working day of the pay period were recorded. Where dearness allowance was paid separately, the amount of dearness allowance payable to the workers getting the minimum and the maximum was also recorded. These rates for the different industries averaged over all the occupations and estimated from sampled units, are presented in Statement 4·3A. The position in respect of the main industry groups was as follows:

**STATEMENT 4·3**  
**MINIMUM AND MAXIMUM WAGE RATES**

Industry group	Average wage rate per day per worker	
	Minimum	Maximum
(1)	(2)	(3)
	Rs. nP.	Rs. nP.
I. Factory Industries .. .. .	3·03	3·96
(a) Textiles .. .. .	3·42	4·07
(b) Engineering .. .. .	3·54	4·98
(c) Others .. .. .	2·06	3·14
II. Plantations .. .. .	1·29	2·98
III. Mines .. .. .	2·38	3·29

2.02. The figures show that, among the main industry groups, the average minimum and maximum wage rates were the lowest in plantations. It may be stated, however, that the differentials in wage rates between industries or broad sectors of industries like factories, mines and plantations arise from many diverse economic and other factors. A proper study of these factors is necessary before drawing any conclusions from these differentials.

2.03. The minimum average wage rate was less than Re. 1.00 per day in the Match Industry and Cashewnut Factories; it was between Re. 1.00 and Rs. 2.00 in *Bidi* Factories, Tobacco Curing Works, Tea, Coffee and Rubber Plantations and in the mining industries excepting Coal; between Rs. 2.01 and Rs. 3.00 in the Jute and Woollen Textile industries, some Engineering industries, Cement, Paper and Sugar, etc., and between Rs. 3.01 and Rs. 4.00 in Cotton and Silk Textiles, Railway Workshops, Aircraft Building and Repairing, Soap Factories, etc. Only in a few industries, such as Metal Extracting and Refining (Rs. 4.42), Ship Building and Repairing (Rs. 4.14), Petroleum Refineries (Rs. 4.48), Cigarette Factories (Rs. 4.50), and Artificial Manures (Rs. 4.39), the minimum average wage rate for the industry as a whole exceeded Rs. 4.01 per day. There were no regular time scales of wages for different occupations in most of the industries. Only in some big units in engineering industries such as Metal Extracting and Refining, Metal Rolling, Metal Founding and Railway Workshops, and in Petroleum Refineries and Cigarette Factories, workers were being given time scales of wages.

2.04. The difference between the average minimum and maximum wage rates for the industry as a whole was less than 40 per cent in most of the important industries like Cotton, Jute and Silk Textiles, Metal Extracting and Refining, Cement, Paper and Sugar industries. The larger range between the average minimum and maximum wage-rates in a few industries like Railway Workshops, Aircraft Building and Repairing, Cigarette Factories, etc., was due to the prevalence of time scales of wages and in a few others such as Tea and Rubber Plantations, Match Factories, *Bidi* Factories, Cashewnut Factories, Footwear Manufacture, Iron Ore Mines, etc., due to the prevalence of piece rates of wages which provided scope for higher earnings by some workers, as compared to others.

#### STATEMENT 4.1A

##### PERCENTAGE OF UNITS PAYING AND WORKERS RECEIVING DEARNESS ALLOWANCE

Serial No.	Industry/Stratum	No. of units in the Industry	Estimated total No. of workers	Percentage of units paying D.A.	Percentage of workers getting D.A.
(1)	(2)	(3)	(4)	(5)	(6)
	A. FACTORY INDUSTRIES .. ..	11,815	24,53,300	38.1	76.5
1	Cotton Textile .. ..	1,290	8,95,600	55.7	96.5
	(a) Howrah and Calcutta .. ..	31	14,600	75.8	93.7
	(b) Coimbatore .. ..	47	40,600	89.4	98.7
	(c) Madurai and Ramnathpuram ..	71	46,100	25.3	96.9

STATEMENT 4·1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
	(d) Bangalore .. ..	35	7,200	57·1	54·5
	(e) Ahmedabad .. ..	77	1,09,900	91·9	99·6
	(f) Bombay and Bombay Suburban .. ..	85	1,80,700	65·9	99·6
	(g) Sholapur .. ..	136	18,200	3·3	93·6
	(h) Nagpur .. ..	7	12,300	100·0	100·0
	(i) Indore .. ..	6	18,100	100·0	100·0
	(j) Kanpur .. ..	15	51,100	88·9	99·9
	(k) Delhi .. ..	9	38,300	66·7	99·9
	(l) Jaipur and Ajmer .. ..	5	5,700	100·0	100·0
	(m) Residual .. ..	766	3,52,800	58·3	93·6
2	Jute Textile .. ..	112	2,51,700	100·0	100·0
	(a) West Bengal .. ..	101	2,35,400	100·0	100·0
	(b) Residual .. ..	11	16,300	100·0	100·0
3	Silk Textile— .. ..	994	61,100	30·0	63·5
	(a) Bombay and Bombay Suburban .. ..	160	24,100	89·5	95·8
	(b) Amritsar .. ..	150	5,100	1·3	5·0
	(c) Jammu and Kashmir .. ..	14	1,500	14·3	61·4
	(d) Residual .. ..	670	30,400	22·5	47·9
4	Woollen Textile .. ..	86	18,600	16·7	76·5
	(a) Bombay and Bombay Suburban .. ..	8	5,000	75·0	93·0
	(b) Amritsar .. ..	31	700	—	—
	(c) Residual .. ..	47	12,900	17·9	74·6
	<i>Textile Group</i> .. ..	2,482	12,27,000	47·9	95·3
5	Metal Extracting and Refining .. ..	30	59,200	33·3	91·4
6	Metal Rolling .. ..	212	25,600	21·3	55·1
7	Metal Founding .. ..	320	24,900	17·6	60·0
	(a) Howrah and 24 Parganas .. ..	101	15,200	32·8	68·4
	(b) Residual .. ..	219	9,700	10·6	46·9
8	Manufacture of Bolts, Nuts, etc. .. ..	125	4,200	29·6	39·7
9	Manufacture of Agricultural Implements .. ..	309	10,800	14·3	26·1
10	Manufacture of Machine Tools .. ..	134	9,200	24·8	72·2
11	Manufacture of Electrical Machinery and Appliances .. ..	282	46,100	49·7	73·8
12	Manufacture of Textile Machinery and Accessories .. ..	128	12,600	19·8	79·0
13	Ship Building and Repairing .. ..	44	24,400	57·0	96·6
14	Railway Workshops .. ..	114*	1,80,900	91·7	100·0
15	Tramway Workshops .. ..	16	3,400	87·5	98·2
16	Manufacture and Repairs of Motor Vehicles .. ..	886	46,300	61·2	78·7
17	Aircraft Building and Repairing .. ..	23	15,200	100·0	100·0
18	Bicycles Manufacturing and Repairing .. ..	29	9,900	33·3	59·5
	<i>Engineering Group</i> .. ..	2,652	4,72,700	41·8	85·4
19	Cement .. ..	26	19,200	100·0	86·0
20	Paper and Paper Products .. ..	149	29,400	37·4	89·3



STATEMENT 4·1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
21	Sugar .. .. .	232	1,11,100	22·6	30·5
	(a) Bihar .. .. .	34	18,200	12·3	16·4
	(b) U. P. .. .. .	143	60,000	2·7	4·7
	(c) Residual .. .. .	55	32,900	80·5	85·5
22	Heavy and Fine Chemicals .. .. .	260	29,200	49·4	71·9
	(a) Calcutta .. .. .	41	5,600	76·4	75·5
	(b) Bombay and Bombay Suburban .. .. .	75	5,800	48·4	64·9
	(c) Residual .. .. .	144	17,800	42·3	73·1
23	Printing Presses .. .. .	2,073	76,000	38·8	73·1
24	Match Factories .. .. .	152	33,700	17·2	16·2
25	Glass Factories .. .. .	230	41,300	16·7	33·1
	(a) Calcutta and 24 Parganas .. .. .	20	5,600	43·3	45·8
	(b) Ferozabad .. .. .	110	7,700	—	—
	(c) Residual .. .. .	100	28,000	29·7	39·8
26	Petroleum Refineries .. .. .	46	2,500	100·0	100·0
27	Electric Light and Power Station .. .. .	498	33,500	83·2	93·1
28	Soap Factories .. .. .	100	7,800	19·4	76·6
29	Hydrogenated Oil .. .. .	53	6,500	36·4	55·2
30	Tanneries .. .. .	425	20,100	55·6	68·7
31	Footwear Manufacturing .. .. .	72	11,500	45·4	37·6
32	Clothing Manufacturing .. .. .	85	4,000	25·0	48·1
33	Artificial Manures .. .. .	66	16,500	26·7	42·7
34	Cigarette Factories .. .. .	17	12,000	64·7	98·9
35	Bidi Factories .. .. .	1,623	1,10,100	3·5	0·9
36	Tobacco Curing Works .. .. .	391	98,900	15·2	47·7
	(a) Guntur .. .. .	296	73,500	7·4	35·5
	(b) Residual .. .. .	95	25,400	39·4	83·1
37	Cashewnut Factories .. .. .	183	90,600	77·4	2·1
	(a) Kerala .. .. .	142	81,100	95·2	2·3
	(b) Residual .. .. .	41	9,500	15·7	0·7
	<i>Other Factory Industries</i> .. .. .	6,681	7,53,600	33·0	40·4
	B. PLANTATIONS .. .. .	2,639	8,74,100	76·5	60·8
38	Tea Plantations .. .. .	1,436	7,66,500	92·8	68·3
	(a) North East India .. .. .	1,219	6,46,200	92·5	76·2
	(b) South India .. .. .	217	1,20,300	94·4	25·8
39	Coffee Plantations .. .. .	1,097	95,700	54·9	8·1
40	Rubber Plantations .. .. .	106	11,900	80·9	1·3
	C. MINES .. .. .	2,091	5,05,000	73·7	84·7
41	Coal Mines .. .. .	828	3,52,800	100·0	98·8
42	Manganese Mines .. .. .	739	89,800	40·9	33·9
43	Mica Mines .. .. .	400	22,700	81·6	83·9
44	Iron Ore Mines .. .. .	124	39,700	68·2	75·2

## STATEMENT 4-2A

ESTIMATED NUMBER OF WORKERS GETTING DEARNESS ALLOWANCE AND THEIR DISTRIBUTION ACCORDING TO THE SYSTEM OF PAYMENT

Serial No.	Industry/Stratum	Estimated No. of workers getting dearness allowance	Percentage of workers getting D.A. according to			
			Consumer price index numbers	Flat rate	Income groups	Others
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	<b>A. FACTORY INDUSTRIES</b>					
1	Cotton Textile	18,76,800	40.9	27.3	30.7	1.1
	(a) Howrah and Calcutta	8,64,200	66.0	22.5	11.3	0.2
	(b) Coimbatore	13,700	—	97.9	2.1	—
	(c) Madurai and Ramnathpuram	40,100	99.9	—	0.1	—
	(d) Madurai and Ramnathpuram	44,700	96.3	—	—	3.7
	(e) Bangalore	3,900	70.5	29.5	—	—
	(f) Ahmedabad	1,09,500	100.0	—	—	—
	(g) Bombay and Bombay Suburban	1,80,000	100.0	—	—	—
	(h) Sholapur	17,000	100.0	—	—	—
	(i) Nagpur	12,300	100.0	—	—	—
	(j) Indore	18,100	100.0	—	—	—
	(k) Kanpur	51,000	99.9	—	—	0.1
	(l) Delhi	38,300	100.0	—	—	—
	(m) Jaipur and Ajmer	5,700	—	100.0	—	—
	(n) Residual	3,30,200	17.8	52.7	29.5	—
2	Jute Textile	2,51,700	4.5	95.5	—	—
	(a) West Bengal	2,35,400	—	100.0	—	—
	(b) Residual	16,300	69.5	30.5	—	—
3	Silk Textile	38,800	75.6	8.9	15.5	—
	(a) Bombay and Bombay Suburban	23,100	100.0	—	—	—
	(b) Amritsar	300	—	—	100.0	—
	(c) Jammu and Kashmir	900	—	—	100.0	—
	(d) Residual	14,500	43.0	23.7	33.3	—
4	Woollen Textile	14,200	98.3	—	1.7	—
	(a) Bombay and Bombay Suburban	4,700	100.0	—	—	—
	(b) Amritsar	—	—	—	—	—
	(c) Residual	9,500	97.9	—	2.1	—
	<i>Textile Group</i>	11,68,900	53.5	37.5	8.9	0.1
5	Metal Extracting and Refining	54,100	—	—	100.0	—
6	Metal Rolling	14,100	36.7	1.9	59.5	1.9
7	Metal Founding	14,900	25.5	9.1	51.2	14.2
	(a) Howrah and 24 Parganas	10,400	—	10.4	69.1	20.5
	(b) Residual	4,500	83.8	6.1	10.1	—
8	Manufacture of Bolts, Nuts, etc.	1,700	28.8	37.5	23.8	9.9
9	Manufacture of Agricultural Implements	2,800	1.7	19.2	65.4	13.7
10	Manufacture of Machine Tools	6,600	14.2	4.2	75.5	6.1
11	Manufacture of Electrical Machinery and Appliances	34,000	10.8	6.3	82.9	—
12	Manufacture of Textile Machinery and Accessories	9,900	54.7	—	41.6	3.7

STATEMENT 4.2A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
13	Ship Building and Repairing .. ..	23,600	51.7	1.6	46.7	—
14	Railway Workshops .. ..	1,80,900	—	—	100.0	—
15	Tramway Workshops .. ..	3,300	5.1	3.2	91.7	—
16	Manufacture and Repairs of Motor Vehicles .. ..	36,400	20.5	7.1	70.4	2.0
17	Aircraft Building and Repairing ..	15,200	—	—	99.7	0.3
18	Bicycles Manufacturing and Repairing ..	5,900	88.7	—	11.3	—
	<i>Engineering Group</i> .. ..	4,03,700	11.0	2.1	85.8	1.1
19	Cement .. ..	16,500	33.7	—	36.2	30.1
20	Paper and Paper Products .. ..	26,300	7.0	46.3	40.6	6.1
21	Sugar .. ..	33,900	20.3	19.2	57.7	2.8
	(a) Bihar .. ..	3,000	—	—	100.0	—
	(b) U. P. .. ..	2,800	—	—	100.0	—
	(c) Residual .. ..	28,100	24.5	23.2	49.0	3.3
22	Heavy and Fine Chemicals .. ..	21,000	47.7	21.6	27.3	3.4
	(a) Calcutta .. ..	4,200	—	53.3	46.7	—
	(b) Bombay and Bombay Suburban ..	3,800	51.0	36.9	12.1	—
	(c) Residual .. ..	13,000	62.1	6.9	25.5	5.5
23	Printing Presses .. ..	55,600	8.2	22.5	63.1	6.2
24	Match Factories .. ..	5,400	58.0	18.2	23.2	0.6
25	Glass Factories .. ..	13,700	14.1	7.0	72.3	6.6
	(a) Calcutta and 24 Parganas .. ..	2,600	—	—	99.5	0.5
	(b) Ferozabad .. ..	—	—	—	—	—
	(c) Residual .. ..	11,100	17.3	8.6	66.0	8.1
26	Petroleum Refineries .. ..	2,500	86.4	6.2	7.4	—
27	Electric Light and Power Stations ..	31,200	18.3	5.9	74.4	1.4
28	Soup Factories .. ..	6,000	89.3	8.2	—	2.5
29	Hydrogenated Oil .. ..	3,600	67.1	0.3	16.3	16.3
30	Tanneries .. ..	13,800	23.8	73.1	0.8	2.3
31	Footwear Manufacturing .. ..	4,300	65.7	32.2	2.1	—
32	Clothing Manufacturing .. ..	1,900	10.0	88.4	—	1.6
33	Artificial Manures .. ..	7,000	—	6.0	93.7	0.3
34	Cigarette Factories .. ..	11,900	57.5	9.2	33.3	—
35	Bidi Factories .. ..	1,000	—	82.0	17.3	0.7
36	Tobacco Curing Works .. ..	47,200	74.3	18.0	7.7	—
	(a) Gunter .. ..	26,100	78.0	12.9	9.1	—
	(b) Residual .. ..	21,100	69.7	24.2	6.1	—
37	Cashewnut Factories .. ..	1,900	—	94.4	3.3	2.3
	(a) Kerala .. ..	1,900	—	97.6	2.4	—
	(b) Residual .. ..	67	—	—	30.0	70.0
	<i>Other Factory Industries</i> .. ..	3,04,400	32.1	21.7	41.6	4.6
	<b>B. PLANTATIONS</b> .. ..	5,31,400	0.3	7.9	0.2	91.6
38	Tea Plantations .. ..	5,23,500	0.2	6.9	0.2	92.7
	(a) North East India .. ..	4,92,400	—	3.3	0.2	96.5
	(b) South India .. ..	31,000	3.1	64.6	—	32.3
39	Coffee Plantations .. ..	7,700	9.9	86.4	—	3.7
40	Rubber Plantations .. ..	155	100.0	—	—	—
	<b>C. MINES</b> .. ..	4,27,700	81.5	2.7	10.4	5.4
41	Coal Mines .. ..	3,48,600	100.0	—	—	—
42	Manganese Mines .. ..	30,400	—	—	47.2	52.8
43	Mica Mines .. ..	19,000	—	61.4	0.9	37.7
44	Iron Ore Mines .. ..	29,800	—	—	100.0	—

**STATEMENT 4.3A**  
**MINIMUM AND MAXIMUM WAGE RATES\* FOR ALL OCCUPATIONS**  
**IN VARIOUS INDUSTRIES**

(In Rupees)

Serial No.	Industry/Stratum				Average wage rates per day per worker	
					Minimum	Maximum
(1)	(2)				(3)	(4)
	<b>A. FACTORY INDUSTRIES</b>				<b>3.03</b>	<b>3.96</b>
1	Cotton Textile .. .. .				3.60	4.13
	(a) Howrah and Calcutta .. .. .				2.41	3.08
	(b) Coimbatore .. .. .				3.41	3.68
	(c) Madurai and Rannathpuram .. .. .				3.43	3.68
	(d) Bangalore .. .. .				1.37	2.12
	(e) Ahmedabad .. .. .				4.49	5.09
	(f) Bombay and Bombay Suburban .. .. .				5.01	5.59
	(g) Sholapur .. .. .				2.95	3.55
	(h) Nagpur .. .. .				3.51	3.91
	(i) Indore .. .. .				3.80	4.33
	(j) Kanpur .. .. .				3.89	4.51
	(k) Delhi .. .. .				3.54	5.18
	(l) Jaipur and Ajmer .. .. .				2.44	2.94
	(m) Residual .. .. .				2.74	3.15
2	Jute Textile .. .. .				2.87	3.75
	(a) West Bengal .. .. .				2.88	3.78
	(b) Residual .. .. .				2.68	3.37
3	Silk Textile .. .. .				3.28	4.48
	(a) Bombay and Bombay Suburban .. .. .				4.63	5.55
	(b) Amritsar .. .. .				2.23	4.42
	(c) Jammu and Kashmir .. .. .				1.79	3.00
	(d) Residual .. .. .				2.45	3.71
4	Woollen Textile .. .. .				2.91	4.05
	(a) Bombay and Bombay Suburban .. .. .				4.00	4.71
	(b) Amritsar .. .. .				2.37	3.78
	(c) Residual .. .. .				2.51	3.81
	Textile Group .. .. .				3.42	4.07
5	Metal Extracting and Refining .. .. .				4.42	5.23
6	Metal Rolling .. .. .				2.63	3.54
7	Metal Founding .. .. .				2.76	3.84
	(a) Howrah and 24 Parganas .. .. .				2.48	3.60
	(b) Residual .. .. .				3.20	4.07
8	Manufacture of Bolts, Nuts, etc. .. .. .				2.63	3.66
9	Manufacture of Agricultural Implements .. .. .				2.41	3.77
10	Manufacture of Machine Tools .. .. .				3.13	4.71
11	Manufacture of Electrical Machinery and Appliances .. .. .				3.20	4.57
12	Manufacture of Textile Machinery and Accessories .. .. .				3.73	5.64
13	Ship Building and Repairing .. .. .				4.14	5.78
14	Railway Workshops .. .. .				3.62	5.42

\* Basic wage plus dearness allowance.

STATEMENT 4·3A—*contd.*

(1)	(2)	(3)	(4)
15	Tramway Workshops .. .. .	3·84	4·31
16	Manufacture and Repairs of Motor Vehicles .. .. .	3·21	4·30
17	Aircraft Building and Repairing .. .. .	3·97	5·67
18	Bicycles Manufacturing and Repairing .. .. .	3·65	5·55
	<i>Engineering Group</i> .. .. .	3·54	4·98
19	Cement .. .. .	2·82	3·88
20	Paper and Paper Products .. .. .	2·67	3·55
21	Sugar .. .. .	2·31	2·74
	(a) Bihar .. .. .	2·23	2·53
	(b) U.P. .. .. .	2·24	2·61
	(c) Residual .. .. .	2·47	3·08
22	Heavy and Fine Chemicals .. .. .	3·05	4·27
	(a) Calcutta .. .. .	2·66	3·66
	(b) Bombay and Bombay Suburban .. .. .	4·25	6·43
	(c) Residual .. .. .	2·78	3·75
23	Printing Presses .. .. .	2·87	4·38
24	Match Factories .. .. .	0·88	2·34
25	Glass Factories .. .. .	2·31	3·19
	(a) Calcutta and 24 Parganas .. .. .	2·23	3·26
	(b) Ferozabad .. .. .	3·29	4·43
	(c) Residual .. .. .	2·06	2·84
26	Petroleum Refineries .. .. .	4·48	5·55
27	Electric Light and Power Stations .. .. .	3·27	4·53
28	Soap Factories .. .. .	3·87	5·49
29	Hydrogenated Oil .. .. .	3·14	4·03
30	Tanneries .. .. .	2·12	2·42
31	Footwear Manufacturing .. .. .	2·88	5·17
32	Clothing Manufacturing .. .. .	2·41	3·79
33	Artificial Manures .. .. .	4·39	5·67
34	Cigarette Factories .. .. .	4·50	7·05
35	<i>Bidi</i> Factories .. .. .	1·00	2·89
36	Tobacco Curing Works .. .. .	1·88	2·24
	(a) Guntur .. .. .	1·81	2·10
	(b) Residual .. .. .	2·08	2·63
37	Cashewnut Factories .. .. .	0·64	1·57
	(a) Kerala .. .. .	0·62	1·56
	(b) Residual .. .. .	0·84	1·67
	<i>Other Factory Industries</i> .. .. .	2·06	3·14
	B. PLANTATIONS .. .. .	1·29	2·98
38	Tea Plantations .. .. .	1·28	3·23
	(a) North East India .. .. .	1·26	3·41
	(b) South India .. .. .	1·44	2·07
39	Coffee Plantations .. .. .	1·29	1·38
40	Rubber Plantations .. .. .	1·66	2·67
	C. MINES .. .. .	2·38	3·29
41	Coal Mines .. .. .	2·81	3·78
42	Manganese Mines .. .. .	1·45	2·36
43	Mica Mines .. .. .	1·52	1·57
44	Iron Ore Mines .. .. .	1·17	1·93

## CHAPTER V

### PAY ROLL EARNINGS

#### 1. *Average Daily Earnings by Components*

1.01 In the Survey, data were collected on the pay-roll earnings of a sample of workers in each occupation in the various industries. For purposes of collecting statistics of total earnings only those items of remuneration which were paid to workers regularly in every wage period were taken into account and *ad hoc* payments such as profit bonus, *ex-gratia* payments, etc., were excluded from the scope of the data. The items of remuneration included were basic wages and dearness allowance, attendance bonus, production or incentive bonus, shift allowance, overtime payment, and 'other allowances' (such as compensatory, house rent, etc.,) of a regular nature. The information relating to average daily earnings given in this chapter and elsewhere in the report relates to per day paid for. For arriving at the average earning per day paid for the total pay roll earnings (including leave pay) have been divided by the total number of days paid for, i.e., the total number of days worked plus the number of days on paid leave. The details of the average daily pay-roll earnings showing also the various components, are given in Statement 5.1A for various industries.

1.02 In the broad industry groups the average daily earnings of the workers, by components, are summarized below:—

#### STATEMENT 5.1

##### AVERAGE DAILY EARNINGS BY COMPONENTS

Industry Group		Basic earnings†	Production Bonus	Attendance Bonus	Shift Allowance	Overtime payments	Others	Total daily earnings (Per day paid for)*
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)
I. Factory Industries	..	3.34	0.05	—	0.01	0.04	0.07	3.51
(a) Textiles	..	3.74	0.01	—	0.01	—	0.03	3.79
(b) Engineering	..	3.82	0.18	—	0.01	0.16	0.20	4.37
(c) Others	..	2.38	0.03	—	—	0.04	0.05	2.50
II. Plantations	..	1.60	0.02	—	—	—	—	1.62
III. Mines	..	2.79	—	0.01	—	0.01	0.17	2.98

\*i.e. Days worked and days on paid leave.

† i.e. Basic Wages + Dearness allowance.

The average daily total earnings per worker were lowest in the plantations group (Rs. 1.62) and highest in the factories group of industries. In the factory industries, the earnings were highest in the engineering sub-group and lowest in the "others" sub-group. Taking individual industries, the average daily earnings were lowest in Cashewnut Factories (Re. 0.98), with the Match

industry (Rs. 1.49) and the *Bidi* industry (Rs. 1.80) coming next in the ascending order. Only in Sugar industry and a few other industries such as Glass Factories, Tanneries and Tobacco Curing, the average earnings were between Rs. 2.01 to Rs. 3.00 per day. In the textile industries and a few of the engineering industries (such as Metal Rolling, Metal Founding, and Motor Vehicles), Cement and Paper, the average earnings ranged between Rs. 3.01 to Rs. 4.00. At the other end of the scale were a few industries in which the average earnings exceeded Rs. 5.00 per day e.g., Metal Extracting and Refining, Ship Building and Repairing, Cigarette Factories, Petroleum Refineries and Soap Factories. Generally speaking, the unorganised industries, such as Match, *Bidi*, Cashewnut, etc., in which the work is mostly of an unskilled nature and in which women are employed in large numbers, appear to have lower average earnings than the large-scale organised industries. In the plantations, the average earnings were lower in Coffee Estates, (Rs. 1.32) and higher in Rubber Estates (Rs. 1.88). Among the mining industries, the lowest average earnings were recorded in Mica Mines (Rs. 1.65), and the highest in Coal Mines (Rs. 3.46).

1.03. The various components of the average total earnings are discussed in the following paragraphs:

(a) *Basic Earnings*: Basic earnings (i.e., basic wages plus dearness allowance) constituted the bulk of the earnings in all the industries. In the factory industries group, they constituted about 95 per cent. of the total earnings, while in the plantations and mines, the percentage was 99 and 94 respectively. They formed as much as 90 per cent of the total earnings in most of the industries, the few exceptions being Metal Extracting and Refining, Metal Rolling, Electrical Machinery, Ship Building and Repairing, Paper and Paper Products, Petroleum Refineries and Iron Ore Mines, even in these industries they constituted not less than 70 per cent of the total. It will be interesting to note that in the unorganised industries like Tobacco Curing Works, Cashewnut Factories, *Bidi* Factories, Tanneries, Clothing Manufacture and Footwear Manufacture and in the Tea and Coffee Plantations Industries, this component accounted for almost the whole of the earnings, the other components being of a very negligible magnitude.

(b) *Production/Incentive Bonus*: The system of paying production or incentive bonus for production above specified norms was prevalent only in certain industries. Among factory-industries, production/incentive bonus was a fairly important component of total earnings in Metal Extracting and Refining (15.6%), Metal Rolling (12.2%), Electrical Machinery and Appliances (4.5%), Match Factories (8%), and Glass Factories (5.5%). In Jute Textile, Tramway Workshops, Motor Vehicles, Cement, Sugar, Printing Presses, etc., the contribution of this component to total average earnings was nil, while in others it was almost insignificant. As regards plantations, the earnings due to production or incentive bonus were important only in Rubber Plantations wherein they amounted to about 6.0 per cent. In the mining industries production bonus did not add anything to the average total earnings.

(c) *Attendance Bonus*: The system of paying an attendance bonus or allowance to certain classes of workers as a measure to discourage absenteeism and improve attendance and production was not prevalent in the majority of

industries. Only in Silk Textile, Metal Extracting and Refining, Machine Tools, Ship Building and Repairing, Paper and Paper Products, Glass Factories, Electric Light and Power, Clothing Manufacture and Manganese and Iron Ore Mines\* the system existed. Even in these industries, the contribution of attendance bonus to the total average earnings was negligible, being not more than 1.5 per cent. of the total earnings in any of them. In terms of money, the average contribution of this component varied from Re. 0.01 to Re. 0.05 in the industries in which it figured.

(d) *Shift Allowance*: In a few industries, working multiple shifts, workers in the night shifts were sometimes given an extra payment generally called the "Shift Allowance". This allowance, which was being paid with a view to compensating workers for the extra strain of night shift working, took the form of payment in kind (a cup of tea) in some cases, and cash remuneration in certain others. For purposes of the Survey only cash payments were taken into account. Among the industries covered, the practice seemed to obtain only in the following: Cotton Textile, Woollen Textile, Metal Extracting and Refining, Electrical Machinery and Appliances, Ship Building and Repairing, Railway Workshops, Aircraft Building, Bicycle Manufacture, Paper, Soap and Hydrogenated Oil Factories. The allowance was generally paid at the rate of Re. 0.06 to Re. 0.25 per shift in different units. In all the industries, this allowance formed only a minor constituent, accounting for less than 1.25 per cent of the total average daily earnings.

(e) *Overtime Payment*: In many industries, workers in certain departments were required to work beyond the normal working hours and the payment for such overtime work constituted an important element of their total earnings. While overtime working is resorted to only occasionally in most industries, the nature of work in certain industries necessitates overtime working on a more or less regular basis. The industries in which overtime earnings formed more than 5 per cent. of the total earnings were: Ship Building and Repairing, Petroleum Refineries, Metal Extracting and Refining and Paper and Paper Products. On the other hand, in a few industries such as Cotton Textile, Woollen Textile, Footwear Manufacture, Clothing Manufacture, Match Factories, *Bidi*, Tobacco Curing and Cashewnut Factories, Tea, Coffee and Rubber Plantations and in Manganese and Mica mines, the contribution of overtime earnings to the total earnings was 'Nil'.

(f) *'Other Allowances'*: Under this heading earnings on account of allowances such as house rent, compensatory, transport, acting allowance, personal allowances, special allowances, etc., regularly paid to individual workers in each wage period were recorded. In the factory industries group and the mines group this component constituted about 2.0 per cent and 5.7 per cent of the total earnings respectively. There were two industries, namely, Jute Textile, and *Bidi* in which this component did not figure at all. In quite a few industries such as Petroleum Refineries, Metal Rolling, Electrical Machinery and Appliances, Railway Workshops, Tramway

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\*The quarterly attendance bonus paid to workers in Coal Mines under the Coal Mines Bonus Scheme was not included in the average earnings of coal mine workers, as the bonus is paid only once every quarter and not regularly in every wage period.



Workshops, Paper and Paper Products, and Electric Light and Power, the contribution of these 'other allowances' to the total earnings was quite important. In the plantation industries, these 'other allowances' were of no significance but in the mining industries such as Iron Ore Mines, Mica Mines and Coal Mines, these 'other allowances' were of considerable importance, accounting for about 12, 7 and 6 per cent respectively of the total daily earnings.

## 2. *Average Daily Earnings of Time-rated and Piece-rated Workers*

2.01. As has been mentioned earlier, there has been a trend in recent years towards increasing adoption and extension of the system of payment by results in various industries. Some of the factors responsible for this trend are, the need to provide monetary incentives to workers to produce more and the desire to increase the earnings of workers by relating earnings directly to the quantity produced.

2.02. Data on average earnings of workers collected during the Wage Survey have been analysed separately for time-rated and piece-rated workers in the various industries and are given in columns 7 and 8 in the Statements in Appendix V. Only an examination of the comparative earnings of time-rated and piece-rated workers employed in the *same occupation* would give a proper idea of the relative merits of these two systems of payment from the point of view of their effect on the earnings of workers. Statement 5.2\* gives the relative average daily earnings of time-rated and piece-rated workers in a few selected occupations (in various industries), in which both the types of workers were engaged in fairly large proportions. It is clear from the average daily earnings figures given in respect of various occupations that barring a few exceptions in most cases piece-rate workers' earnings were considerably higher than those of time-rated workers. Some of the occupations where the piece earnings were more than 50 per cent higher than the time earnings are: Jobber in Cotton Textile, Root Cutter in Jute Textile, Drawing Man in Woollen Textile, Turner, and Fitter (General) in the Bicycle Manufacturing Industry, Sheet Cutter in Glass industry, Ironer in Clothing Manufacturing, Stemmer in Tobacco Curing Works and *Mazdoors* in Footwear Manufacturing. In the few occupations in which time-rated workers' earnings were higher, the difference was generally insignificant.

## 3. *Average Daily Earnings of Men, Women and Children*

3.01. Traditionally, there has been a marked disparity between the wages paid to men and women workers in industry. Even where they were employed on similar jobs, the wage rates for women workers were often 50 per cent lower than those paid to men workers. The disparity between the wages of men and women workers is characteristic not only of India but also of other countries. The justification usually advanced in support of this differentiation was that while the wages of the male worker, who is the principal bread-winner of the family, should be based on the needs of a family (consisting of self, wife and children), the average woman worker had only herself to support and her needs were fewer than those of the average adult male worker and his dependant family members. Another factor mentioned in support of lower wages

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\*Given at the end of the Chapter.

for women workers has been their lower efficiency and the consequent lower productivity as compared to men workers.

3·02. As a result of the widespread movement in recent years for the abolition of such differentiation in wage rates based merely on grounds of sex, the principle of equal pay for equal work has increasingly been adopted and applied in many countries, including India. Although wide disparities still persist between the wages of men and women workers, there has been, during the last two decades, a gradual reduction in the gap. During this period, the International Labour Organisation adopted a Convention and a Recommendation on the subject and many countries, including India, have given constitutional sanction to this principle. India is among the countries which have ratified the I.L.O. Convention on Equal Remuneration for Equal Work (1951). The Constitution of India also provides that there should be equal pay for equal work between men and women\*. The Fair Wages Committee, which has had a considerable influence on the decisions of the wage fixing authorities in India, observed : *“Where employment is on piece-rates or where the work done by men and women is demonstrably identical no differentiation should be made between men and women workers regarding the wages payable. Where, however, women are employed on work exclusively done by them or where they are admittedly less efficient than men, the fair wages of women workers should be calculated on the basis of a smaller standard family than in the case of man”*.†

3·03. Most of the important wage fixing authorities in India, in recent years, have fixed the same wages for men and women workers, mainly on grounds of equity and justice although in a few cases, especially in the industries in West Bengal, adjudicators have granted lower rates of wages to women workers. However, in most of the important organised industries, the trend has been to award the same wages for men and women workers engaged on identical work. The Central Advisory Board set up under the Minimum Wages Act, 1948, recommended in 1956, that “the principle of equal pay for equal work should be complied with and that there should be no discrimination in wages on grounds only of sex. . . .”. Another important step in this direction was the award of the Labour Appellate Tribunal (1957), in the dispute between the managements and workers of collieries in the country, wherein the earlier decision of the Industrial Tribunal (Calcutta) fixing different wage rates for men and women workers was reversed on the ground that for the same category, there should be no disparity in the rates of wages of male and female workers. A perusal of columns (5) and (6) of Statements in Appendix V will give an indication of the existing trend as to the differentials between the earnings of men and women workers engaged in the same occupations. Before drawing any conclusion from these figures, it may be kept in mind that, even when there is no differentiation in the wage rates, the earnings may be different, depending on several factors, such as their employment on piece rates, the hours of work put in and their entitlement to certain bonuses and allowances during the pay period. \*

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\*Article 39—Constitution of India.

†Report of the Committee on Fair Wages, p. 31.

3.04. To obtain a valid idea of the differentials between the average earnings of men and women workers, it would be necessary to study their relative earnings in those occupations in which both men and women are employed in fairly large proportions. The Statement 5.3 gives average earnings data for men and women (and children where employed) in certain selected occupations.

3.05. It will be noticed, that the wages of men workers, in general, were higher than those of women workers engaged in the same or similar work; although, the difference between the two, in many cases, is not very significant. In the factory industries, and in plantations, the average earnings of men workers were higher than those of women, either because the wage rates for women were lower (as in plantation industries) or due to a larger number of women being employed in the lower paid occupations in certain industries (such as Wrapper/Packet-Maker in Tobacco Curing, Box Filler in Match Factories, and Sheller and Peeler in Cashewnut factories). On the other hand, the average earnings of women workers were higher in several occupations in Heavy and Fine Chemicals, Soap Factories, Tobacco Curing Works and in Manganese Mines.

### STATEMENT 5-1A

#### AVERAGE DAILY PAY ROLL EARNINGS BY COMPONENTS OF WORKERS IN VARIOUS INDUSTRIES AND STRATA.

(In rupees)

Sl. No.	Industry/Stratum	Basic Earnings*	Production or Incentive bonus.	Attendance bonus	Shift allowance	Overtime payment	Others	Total daily earnings
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	A. FACTORY INDUSTRIES	3.34	0.05	..	0.01	0.04	0.07	3.51
1	Cotton Textile ..	3.89	0.01	-	0.01	—	0.03	3.94
	(a) Howrah and Calcutta ..	2.72	—	0.03	—	—	0.02	2.76
	(b) Coimbatore ..	3.49	0.03	0.01	0.05	—	0.03	3.61
	(c) Madurai and Ramanathapuram ..	3.63	0.04	—	0.08	—	0.03	3.78
	(d) Bangalore ..	1.93	—	—	0.01	—	—	1.94
	(e) Ahmedabad ..	4.86	—	—	—	—	—	4.86
	(f) Bombay and Bombay Suburban ..	5.25	—	—	—	—	0.01	5.26
	(g) Sholapur ..	3.37	—	—	—	—	—	3.37
	(h) Nagpur ..	3.88	—	—	—	0.03	0.06	3.97
	(i) Indore ..	4.39	—	—	—	—	0.01	4.40
	(j) Kanpur ..	4.16	—	—	—	—	0.11	4.27
	(k) Delhi ..	4.23	0.01	—	—	—	0.04	4.28
	(l) Jaipur and Ajmer	2.43	—	—	—	0.01	0.03	2.47
	(m) Residual ..	3.01	0.01	0.01	—	—	0.04	3.07

\*i.e. Basic Wages plus Dearness allowance.

STATEMENT 5·1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2	Jute Textiles .. ..	3·26	—	—	—	0·01	—	3·27
	(a) West Bengal .. ..	3·28	—	—	—	0·01	—	3·29
	(b) Residual .. ..	2·97	—	—	—	—	—	2·97
3	Silk Textile .. ..	3·83	0·01	0·01	—	0·01	0·03	3·89
	(a) Bombay and Bombay Suburban .. ..	5·10	0·01	—	—	—	0·01	5·12
	(b) Amritsar .. ..	3·16	—	—	—	0·02	—	3·18
	(c) Jammu and Kashmir .. ..	2·00	—	—	—	0·01	0·47	2·48
	(d) Residual .. ..	3·04	0·01	0·02	—	0·01	0·02	3·10
4	Woollen Textile .. ..	3·29	0·01	—	0·01	—	0·16	3·47
	(a) Bombay and Bombay Suburban .. ..	4·18	0·03	—	—	—	0·02	4·23
	(b) Amritsar .. ..	2·96	—	—	—	0·01	—	2·97
	(c) Residual .. ..	2·97	—	—	0·01	—	0·22	3·20
	Textile Group .. ..	3·74	0·01	—	0·01	—	0·03	3·79
5	Metal Extracting and Refining .. ..	4·51	0·96	0·01	0·01	0·52	0·14	6·15
6	Metal Rolling .. ..	3·17	0·49	—	—	0·03	0·31	4·00
7	Metal Founding .. ..	3·19	0·05	—	—	0·01	0·01	3·26
	(a) Howrah and 24 Parganas .. ..	2·95	0·09	—	—	0·01	0·02	3·07
	(b) Residual .. ..	3·55	—	—	—	0·02	—	3·57
8	Manufacture of Bolts, Nuts, etc. .. ..	2·90	0·08	—	—	0·01	0·01	3·00
9	Manufacture of Agricultural Implements .. ..	2·89	0·01	—	—	0·01	0·03	2·94
10	Manufacture of Machine Tools .. ..	3·55	0·20	0·01	—	0·04	0·09	3·89
11	Manufacture of Electrical Machinery and Appliances .. ..	3·44	0·18	—	0·01	0·04	0·29	3·96
12	Manufacture of Textile Machinery and Accessories .. ..	4·45	0·01	—	—	0·03	0·01	4·50
13	Ship Building and Repairing .. ..	4·89	0·01	0·01	0·03	1·07	0·15	6·16
14	Railway Workshops .. ..	3·77	0·02	—	0·02	0·06	0·30	4·17
15	Tramway Workshops .. ..	3·52	—	—	—	0·08	0·21	3·81
16	Manufacture and Repairs of Motor Vehicles .. ..	3·35	—	—	—	0·02	0·12	3·49
17	Aircraft Building and Repairing .. ..	4·59	0·13	—	0·05	0·12	0·01	4·90
18	Bicycle Manufacturing and Repairing .. ..	4·47	0·03	—	0·02	0·07	0·01	4·60
	Engineering Group .. ..	3·82	0·18	—	0·01	0·16	0·20	4·37
19	Cement .. ..	3·11	0·01	—	—	0·16	0·10	3·38
20	Paper and Paper Products .. ..	2·96	0·15	0·05	0·01	0·19	0·14	3·50
21	Sugar .. ..	2·24	—	—	—	0·01	0·03	2·28
	(a) Bihar .. ..	2·04	—	—	—	0·01	—	2·05
	(b) U. P. .. ..	2·09	—	—	—	—	0·04	2·13
	(c) Residual .. ..	2·61	—	—	0·01	0·04	0·05	2·69

STATEMENT 5.1A—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
22	Heavy and Fine Chemicals ..	3.18	0.01	—	—	0.04	0.04	3.27
	(a) Calcutta ..	2.73	—	—	—	0.03	0.03	2.79
	(b) Bombay and Bombay Suburban ..	4.54	0.01	0.02	—	—	0.06	4.63
	(c) Residual ..	2.87	0.02	—	—	0.06	0.03	2.98
23	Printing Presses ..	3.15	—	—	—	0.07	0.13	3.35
24	Match Factories ..	1.32	0.12	—	—	—	0.05	1.49
25	Glass Factories ..	2.63	0.16	0.01	—	0.05	0.05	2.90
	(a) Calcutta and 24 Parganas ..	2.60	—	—	—	0.01	0.10	2.71
	(b) Ferozabad ..	3.74	—	—	—	—	0.01	3.75
	(c) Residual ..	2.34	0.23	0.01	—	0.07	0.05	2.70
26	Petroleum Refineries ..	5.27	—	—	—	0.36	0.86	6.49
27	Electric Light and Power Stations ..	3.35	—	0.01	—	0.10	0.17	3.63
28	Soap Factories ..	4.91	0.29	—	0.04	0.04	0.01	5.29
29	Hydrogenated Oil ..	3.55	0.08	—	0.02	0.05	0.02	3.72
30	Tanneries ..	2.14	0.02	—	—	—	0.03	2.19
31	Footwear Manufacturing	3.71	—	—	—	—	0.02	3.73
32	Clothing Manufacturing	2.64	—	0.01	—	—	0.02	2.67
33	Artificial Manures ..	4.57	—	—	—	0.23	0.16	4.96
34	Cigarette Factories ..	6.03	0.17	—	—	0.06	0.20	6.46
35	Bidi Factories ..	1.80	—	—	—	—	—	1.80
36	Tobacco Curing Works ..	1.98	0.01	—	—	—	0.02	2.01
	(a) Guntur ..	1.92	—	—	—	—	0.01	1.93
	(b) Residual ..	2.17	0.05	—	—	—	0.04	2.26
37	Cashewnut Factories ..	0.97	—	—	—	—	0.01	0.98
	(a) Kerala ..	0.94	—	—	—	—	0.01	0.95
	(b) Residual ..	1.22	—	—	—	0.01	—	1.23
	<i>Other Factory Industries</i>	2.38	0.03	—	—	0.04	0.05	2.50
	B. PLANTATIONS ..	1.60	0.02	—	—	—	—	1.62
38	Tea Plantations ..	1.64	0.02	—	—	—	—	1.66
	(a) North East India	1.66	—	—	—	—	—	1.66
	(b) South India ..	1.52	0.13	—	—	—	0.01	1.66
39	Coffee Plantations ..	1.31	—	—	—	—	0.01	1.32
40	Rubber Plantations ..	1.73	0.13	—	—	—	0.02	1.88
	C. MINES ..	2.79	—	0.01	—	0.01	0.17	2.98
41	Coal Mines ..	3.25	—	—	—	0.01	0.20	3.46
42	Manganese Mines ..	1.89	—	0.02	—	—	0.05	1.96
43	Mica Mines ..	1.53	—	—	—	—	0.12	1.65
44	Iron Ore Mines ..	1.58	—	0.03	—	0.03	0.22	1.86

## STATEMENT 5.2

AVERAGE DAILY EARNINGS OF TIME-RATED AND PIECE-RATED WORKERS  
EMPLOYED IN COMPARABLE OCCUPATIONS\*

Serial No.	Industry	Occupation	Average daily earnings		Percentage by which average piece earnings are higher or lower than average time earnings
			Time	Piece	
(1)	(2)	(3)	(4)	(5)	(6)
1	Cotton Textile	Jobber	4.94	8.19	+65.8
		Reacher	3.64	4.27	+17.3
		Slubbing Tenter	2.99	4.17	+39.5
2	Jute Textile	Sectional Sardar	3.52	4.99	+41.8
		Beamer	3.14	3.72	+18.5
		Root Cutter	2.60	4.29	+65.0
3	Silk Textile	Drawor-in	3.14	5.28	+68.2
		Reacher	2.92	4.58	+56.8
4	Woollen Textile	Gill Box Man	3.77	4.17	+10.6
		Darner	3.79	4.97	+31.1
		Piecer	3.52	3.70	+5.1
		Drawing Man	2.87	4.37	+52.3
		Warper	3.60	4.07	+13.1
		Twister	3.05	3.77	+23.6
		Winder	3.14	3.12	-0.6
		Mule Minder	2.77	2.46	-11.2
5	Metal Rolling	Blacksmith Gd. I	4.38	4.75	+8.4
		Hammerman Gd. I	2.80	4.42	+57.9
6	Agricultural Implements	Assembler	3.56	4.68	+31.5
		Hammerman	2.25	2.10	-6.7
7	Textile Machinery and Accessories	Grinder	5.51	4.77	-13.4
8	Bicycle Manufacturing and Repairing	Turner	3.90	6.19	+58.7
		Mazdoor	4.06	4.45	+9.6
		Driller	3.65	5.39	+47.7
		Fitter (General)	2.63	4.13	+57.0
9	Heavy and Fine Chemicals	Ampule Filler and Sealer	2.83	4.21	+48.8
10	Glass Factories	Sheet Cutter	2.52	4.27	+69.4
11	Tanneries	Flesher, Hand	2.80	2.11	-24.6
		Mazdoor	2.02	2.29	+13.4
		Finisher and Trimmer	1.50	2.05	+36.7
		Scudder	1.72	1.95	+13.4
12	Footwear Manufacturing	Mazdoor (General)	2.87	4.33	+50.9
13	Clothing Manufacturing	Ironer (All round)	2.20	3.73	+69.5
14	Cigarette	Boxer-off	3.80	4.89	+28.7
15	Tobacco Curing Works	Packer	2.36	2.63	+11.4
		Stemmer	1.58	3.13	+98.1
16	Coal Mines	Trammer (under-ground)	3.36	3.96	+17.9
		Trammer (surface)	3.19	3.59	+12.5
17	Manganese Mines	Truck Driver	3.57	5.38	+50.7
		Driller	1.97	5.02	+154.8
		Loader/Unloader	1.81	1.74	-3.9
		Dresser	1.41	1.67	+18.4
18	Iron Ore Mines	Hand Driller	1.70	1.59	-6.5

\*Only those occupations in which at least 25 per cent of the workers were time/piece-rated are included.

**STATEMENT 5.3**  
**AVERAGE DAILY EARNINGS OF MEN, WOMEN AND CHILDREN EMPLOYED**  
**IN THE SELECTED OCCUPATIONS.\***

Sl. No.	Industry	Occupations	Average daily earnings (In Rupees)			Percentage by which average earnings of men are higher (+) or lower (-) than the average earnings of women
			Men	Women	Child- ren	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Cotton Textile .. ..	1. Winder .. (H. speed Machine)	4.02	3.95	—	+ 1.8
		2. Winder ..	3.58	3.37	0.72	+ 6.2
		3. Reeler ..	3.25	2.44	—	+ 33.2
2	Jute Textile .. ..	1. Warp Winder	3.24	2.97	—	+ 9.1
		2. Breaker feeder	2.64	2.64	—	—
		3. Hand Sewer ..	3.06	3.19	—	- 4.1
3	Silk Textile .. ..	1. Winder ..	2.21	2.38	0.80	- 7.1
		2. Re-Reeler ..	1.59	1.75	—	- 9.1
		3. Picker ..	1.43	1.34	—	- 6.7
4	Metal Extracting and Refining	1. <i>Reza/Mazdoor</i>	3.61	3.06	—	+ 18.0
5	Cement .. ..	1. <i>Mazdoor</i> ..	2.66	2.25	—	+ 18.2
6	Paper and Paper Products ..	1. Finisher (Paper)	5.36	2.71	—	+ 97.8
		2. Ream Carrier	2.98	3.07	—	- 2.9
		3. Rag Sorter	2.73	2.85	—	- 4.2
		4. Unskilled Helper	2.83	2.03	1.13	+ 39.4
7	Heavy and Fine Chemicals	1. Supervisory Worker.	5.87	6.20	—	- 5.3
		2. Helper ..	3.05	5.56	—	- 45.1
		3. Unskilled worker	2.76	3.26	—	- 15.3
8	Match Factories .. ..	1. Packer ..	1.52	2.42	0.56	- 37.2
		2. Box Filler ..	0.86	0.77	0.72	+ 11.7
9	Glass Factories .. ..	1. Sorter ..	2.56	1.72	—	+ 48.8
		2. <i>Mazdoor</i> ..	2.24	1.48	—	+ 51.4
10	Soap Factories .. ..	1. Chargeman ..	13.87	8.26	—	+ 67.9
		2. Packer ..	4.48	6.72	—	- 33.3
		3. Hand Wrapper	3.14	4.58	0.55	- 31.4
11	Hydrogenated Oil .. ..	1. <i>Mazdoor</i> ..	3.15	2.85	—	+ 10.5
12	Clothing Manufacturing ..	1. Supervisor ..	3.37	1.94	—	+ 73.7
		2. Tailor (All round).	3.23	2.08	—	+ 55.3
		3. Stitcher ..	1.85	1.33	1.37	+ 39.1

\*Only those occupations in which at least 25 per cent of the workers are men/women were included.

STATEMENT 5·3 *contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
13	Artificial Manures ..	1. <i>Kamin-Mazdoor</i>	2·82	1·98	1·42	+ 42·4
14	Cigarette Factories ..	1. <i>Mazdoor</i> ..	5·59	4·30	—	+ 30·0
		2. Hand Packer	5·77	4·61	—	+ 25·2
15	<i>Bidi</i> Factories ..	1. Tobacco Processor.	2·78	1·48	—	+ 87·8
		2. Helper <i>Mazdoor</i>	1·60	0·99	0·72	+ 61·6
		3. Sweeper ..	1·35	0·79	—	+ 70·9
		4. <i>Bidi</i> Roller ..	1·89	1·57	1·26	+ 20·4
16	Tobacco Curing Works ..	1. General Worker	2·84	3·01	0·80	—5·6
		2. Picker ..	1·00	2·72	—	—63·2
		3. General <i>Mazdoor</i>	2·25	1·72	—	+ 30·8
		4. Re-drying Machine Worker.	1·67	1·59	—	+ 5·0
		5. Wrapper/Label- lor/Packet Maker.	1·69	0·66	—	+ 156·1
17	Cashewnut Factories ..	1. <i>Mucaddam</i> ..	2·34	2·36	—	—0·8
		2. Sheller ..	1·15	0·97	—	+ 18·6
		3. Peeler ..	0·94	0·78	—	+ 20·5
18	Tea Plantations ..	1. Plucker ..	1·72	1·65	0·99	+ 4·2
19	Coffee Plantations ..	1. Labourer ..	1·43	1·08	0·70	+ 32·4
		2. Casual Labourer	2·24	1·40	—	+ 60·0
20	Rubber Plantations ..	1. Field Worker	1·72	1·31	—	+ 31·3
21	Coal Mines ..	1. Sweeper ..	2·95	2·90	—	+ 1·7
		2. Shale Picking <i>Mazdoor</i>	2·88	2·89	—	—0·3
		3. Loader/Unloader	3·23	3·07	—	+ 5·2
22	Manganese Mines ..	1. <i>Mazdoor</i> ..	1·75	1·94	—	—9·8
		2. Loader/Unloader	1·77	1·84	—	—3·8
		3. Sweeper ..	1·54	1·34	—	+ 14·9
		4. Carrier ..	1·35	1·44	—	—6·2
		5. Open Cast Miner	1·83	2·01	—	—9·0
		6. Sorter ..	1·78	2·41	—	26·1
		7. Screener and cleaner	1·81	1·82	—	—0·5
		8. Dresser ..	1·52	1·54	—	1·3
		9. Miner ..	1·81	1·58	—	+ 14·6
23	Iron ore Mines ..	1. <i>Kamin/Mazdoor</i>	2·12	1·47	—	+ 44·2
		2. Sweeper ..	1·97	1·83	—	+ 7·7
		3. Miner ..	1·42	1·53	—	—7·2



## CHAPTER VI

### LEVELS OF AVERAGE DAILY EARNINGS

0.01. From the earnings data collected in the Wage Survey the estimated number of workers in different earnings groups have been compiled. The percentage distribution of workers in the various earnings groups in respect of the broad groups of industries, is given in the Statement 6.1 below and in individual industries in Statement 6.1A.

#### STATEMENT 6.1

##### DISTRIBUTION OF WORKERS BY EARNINGS

Sl. No.	Industry Group	Estimated total No. of workers	Percentage of workers whose average daily earnings were (In rupees)								
			1.00 & below	1.01 to 2.00	2.01 to 3.00	3.01 to 4.00	4.01 to 5.00	5.01 to 6.00	6.01 to 8.00	8.01 to 10.00	10.01 and over
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
I.	Factory Industries	24,53,300	5.4	16.3	21.2	23.9	16.8	9.5	4.7	1.4	0.8
	(a) Textiles ..	12,27,000	1.7	7.3	18.0	32.9	23.7	11.7	4.0	0.6	0.1
	(b) Engineering	4,72,700	0.8	7.6	23.9	20.0	17.1	14.5	9.7	3.6	2.8
	(c) Others ..	7,53,600	14.4	36.3	24.6	11.5	5.3	3.0	3.0	1.1	0.8
II.	Plantations ..	8,74,100	6.3	80.4	11.1	1.6	0.2	0.1	0.2	0.1	..
III.	Mines ..	5,05,000	3.9	19.1	21.3	44.2	7.8	2.3	1.2	0.1	0.1

0.02. In the factory industries group, the largest single group of workers (about 24 per cent) was in the earnings range of Rs. 3.01 to Rs. 4.00 per day. In the sub-groups of the factory industries the single largest group of workers were in the earnings ranges of Rs. 3.01 to Rs. 4.00 in the Textiles, Rs. 2.01 to Rs. 3.00 in Engineering, and Rs. 1.01 to Rs. 2.00 in "other factory industries". In the plantations the largest group (about 80 per cent) earned only from Rs. 1.01 to Rs. 2.00. In the mining industries, the largest group (about 44 per cent) had earnings between Rs. 3.01 and Rs. 4.00 per day.

0.03. The more detailed distribution of workers for the various earnings groups in respect of individual factory industries, plantations and mines as given in Statement 6.1A reveals the following salient features: -

#### 1. *Factory Industries*

1.01. It is seen that among the factory industries as a whole 5.4 per cent earned less than Rs. 1.01 per day, 21.7 per cent less than Rs. 2.01 per day and 42.9 per cent less than Rs. 3.01 per day. The proportion of those who earned between Rs. 3.01 and Rs. 5.00 was 40.7 per cent; 16.4 per cent earned Rs. 5.01 or more per day. Taking the individual industries, only in two industries, namely, Match and Cashewnut Factories, a large majority of workers (about 70 per cent and 63 per cent respectively) earned less than Rs. 1.01 per day. In a few industries such as Sugar, Match, *Bidi*, Tobacco Curing and Cashewnut Factories, the earnings of more than 50 per cent of the workers were less than

Rs. 2·00 per day. In most of the industries, however, those whose earnings amounted to between Rs. 2·01 and Rs. 5·00 per day constituted the majority. The percentage of workers who earned Rs. 5·01 or more was quite considerable in a few industries such as Silk Textile, Metal Extracting and Refining, Metal Rolling, Electrical Machinery, Textile Machinery, Ship Building, Railway Workshops, Aircraft Building, Bicycle Manufacture, Petroleum Refineries, Soap Factories, Hydrogenated Oil Factories, Artificial Manures and Cigarette Factories, in all of which it exceeded 25 per cent. In fact, in five industries the number of those who earned Rs. 5·01 or more per day far exceeded that of those who earned less; these were Metal Extracting and Refining, Ship Building and Repairing, Petroleum Refineries, Soap Factories and Cigarette Factories. In these and a few others, like Artificial Manures, Hydrogenated Oil Factories and Aircraft Building, more than 4 per cent of the workers earned Rs. 10·01 and over, the highest percentages in this group being in Ship Building industry and Metal Extracting and Refining.

## 2. *Plantations*

2·01. In the plantations as a whole 6·3 per cent earned less than Rs. 1·01 per day and 86·7 per cent earned less than Rs. 2·01 per day. Only 13·3 per cent earned Rs. 2·01 or more per day. Taking the individual plantation industries it will be seen that in Tea Plantations as many as 85·4 per cent of the workers earned less than Rs. 2·01 and another 12·4 per cent earned between Rs. 2·01 and Rs. 3·00. In the Coffee Plantations, on the other hand, 97·0 per cent of the workers earned less than Rs. 2·01 per day. In the Rubber Plantations, 75·9 per cent of the workers earned less than Rs. 2·01 per day, while 22·1 per cent earned between Rs. 2·01 and Rs. 3·00 per day.

## 3. *Mines*

3·01. Only 3·9 per cent of the workers in mines earned less than Rs. 1·01 per day and 23·0 per cent earned less than Rs. 2·01 per day. The percentage of those who earned between Rs. 3·01 and Rs. 5·00 per day was 52·0. In the Coal Mines, only 0·2 per cent of the workers earned less than Rs. 1·01 per day. The bulk of the workers in Coal Mines (82·8 per cent) earned between Rs. 2·01 to 4·00 per day. In Manganese, Mica and Iron Ore Mines, the percentage of workers who earned less than Rs. 1·01 was 16·4, 4·7 and 13·1 respectively. The percentage of workers whose earnings exceeded Rs. 3·01 per day was 76·4 in Coal Mines, 7·0 in Manganese Mines, 0·3 in Mica Mines and 7·8 in Iron Ore Mines.

4·01. A comparative picture of the level of earnings in the broad groups of industries mentioned above is brought out more clearly from the values of lower quartile, median and upper quartile which divide the total frequency in each industry into 4 equal parts. The middle one, i.e. median, is that value which divides the total frequency into two equal halves, a quarter of the total frequency lies below the lower quartile and a quarter above the upper quartile. Thus the three values, namely, median, lower quartile and upper quartile give some idea of the general form of the frequency distribution. While the median or the middle value gives some idea of the average, the distance between the upper and lower quartiles (which contains one-half the total frequency and is called the "inter-quartile range") gives some rough idea of the 'spread' of the

distribution. In the Statement 6·2 given below, the values of median, lower quartile and upper quartile are shown in columns 4, 5 and 6 for the broad groups of industries. Similar values for the more detailed groups of factory industries, plantations and mines are given in the Statement 6·2A given later.

### STATEMENT 6·2.

#### MEDIAN AND QUANTILES OF AVERAGE DAILY EARNINGS (IN RUPEES) BY INDUSTRIES

Sl. No.	Industry Group	Estimated total No. of workers	Daily Earnings (in Rupees)		
			Median	Lower Quartile	Upper Quartile
(1)	(2)	(3)	(4)	(5)	(6)
I.	Factory Industries .. ..	24,53,300	3·30	2·22	4·45
	(a) Textiles .. ..	12,27,000	3·72	2·93	4·59
	(b) Engineering .. ..	4,72,700	3·87	2·78	5·34
	(c) Others .. ..	7,53,600	1·99	1·34	2·99
II.	Plantations .. ..	8,74,100	1·58	1·36	1·74
III.	Mines .. ..	5,05,000	3·09	2·17	3·46

4·02. The above statement reveals that the median earnings were higher in the factory industries (Rs. 3·30), as compared to plantations (Rs. 1·58) and mines (Rs. 3·09). Of the factory industries, the Engineering industries sub-group recorded the highest median earnings (Rs. 3·87), the Textiles sub-group coming a close second with an average of Rs. 3·72 per day. The median earnings in the 'other' factory industries group was comparatively very low (Rs. 1·99). A more or less similar position is revealed by the values of the lower and upper quartiles. It may, however, be noted that the spread of the frequency distribution of earnings of workers as revealed by the inter-quartile range is much less in the case of plantation industries (showing a range of only Re. 0·38) as compared to factory industries (showing a range of Rs. 2·23) and mines (showing a range of Rs. 1·29). Thus, the spread of the distribution is found to be greater in those industries where the average earnings are relatively higher.

4·03. Turning next to the more detailed Statement 6·2A, it would be seen that in the case of factory industries, the median earnings were the highest (Rs. 5·63) in Petroleum Refineries and lowest (Re. 0·71) in the Match industry. It is seen that 75 per cent of the workers were earning less than Rs. 6·00 per day in most of the industries with the exception of a few industries, viz., Metal Extracting and Refining, Ship Building, Bicycle Manufacture and Repairing, Petroleum Refineries, Soap Factories, Artificial Manures and Cigarette Factories. It is also seen that 75 per cent of the workers in the various factory industries were earning at least Rs. 3·37 per day, except in a few industries, mostly of an unorganised nature, such as Match, Tanneries, *Bidi*, Tobacco Curing and Cashewnut factories.

4·04. A significant feature of the earnings data is that the differences between the lower and upper quartiles, i.e. the inter-quartile range, is less than Re. 1·00 in a number of unorganised industries such as Cashewnut Factories (Re. 0·45), Match (Re. 0·74), Tramway Workshops (Re. 0·76), *Bidi* (Re. 0·92), Clothing (Re. 0·93), and Tanneries (Re. 0·93). This shows that in these industries there was a concentration of workers' earnings near about the median value.

4-05. Considering the intra-industry differentials in those industries in which stratification had been done on the basis of areas of concentration, it will be seen that in the Cotton Textile industry the median earnings were the highest in Bombay and the lowest in Bangalore, being Rs. 4·98 and Rs. 1·85 respectively; 75 per cent of the workers earned more than Rs. 3·50 per day except in a few areas namely, Howrah and Calcutta, Bangalore, and Jaipur and Ajmer; and the earnings of 75 per cent of the workers amounted to at least Rs. 2·00 in all the areas except Bangalore. In the Jute Textile industry the differences in the median earnings between the two strata, viz., West Bengal and Residual were not considerable; on the other hand, in the Silk industry the inter-stratum differences were quite considerable, the highest earnings being in Bombay (Rs. 4·87) and the lowest being in Jammu and Kashmir (Rs. 2·27). Similarly, in the Woollen Textile industry also the average earnings were highest (Rs. 3·97) in Bombay stratum and lowest (Rs. 2·49) in Amritsar. In all these industries except in a few strata, the difference between the lower and upper quartiles is quite wide, thereby indicating that variation in the earnings of workers in most of these industries were appreciable.

4-06. Among the plantation industries, the median earnings were the highest in Rubber Plantations (Rs. 1·70 per day) and lowest in Coffee Plantations (Rs. 1·26 per day). Seventy-five per cent of the workers earned only Rs. 1·75 or less per day in Tea and Coffee Plantations and less than Rs. 1·95 in Rubber Plantations. The difference between the lower and upper quartiles, which gives an indication of the variation in the earnings of workers in the different plantation industries, was quite small, being of the order of Re. 0·32 in Tea, Re. 0·55 in Coffee, and Re. 0·43 in Rubber.

4-07. Of the four mining industries Coal Mines recorded the highest median earnings (Rs. 3·28), while the lowest median earnings were in the Iron Ore Mines. Seventy-five per cent of the workers earned less than Rs. 2·25, except in the Coal Mines. The inter-quartile range was quite small in the Mica Mines. A comparison of the lower and upper quartile levels of individual mining industries with those for the mines group as a whole, would show that only Coal Mines may be considered as a high wage industry, the others being relatively low wage industries.

**STATEMENT 6-1A**  
**AVERAGE DAILY EARNINGS OF WORKERS IN DIFFERENT INDUSTRIES AND STRATA.**

Serial No.		Industry	Percentage of workers whose earnings were													(In Rupees)
			Upto 1-00													
			1-01 to 2-00	2-01 to 3-00	3-01 to 4-00	4-01 to 5-00	5-01 to 6-00	6-01 to 7-00	7-01 to 8-00	8-01 to 9-00	9-01 to 10-00	10-01 & above				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)				
A. FACTORY INDUSTRIES																
1	Cotton Textile	..	5-4	16-3	21-2	23-9	16-8	9-5	3-3	1-4	0-9	0-5	0-8			
	(a) Howrah and Calcutta	..	2-1	8-4	10-3	31-9	28-0	14-3	3-3	0-8	0-4	0-3	0-2			
	(b) Coimbatore	..	..	1-9	75-7	17-8	3-6	0-4	0-4	0-1	0-1	..	..			
	(c) Madurai and Ramanathapuram	..	0-1	0-1	0-8	79-5	8-3	10-0	0-9	0-2	0-1	..	..			
	(d) Bangalore	..	1-4	0-4	2-5	80-0	13-9	1-1	0-4	0-1	0-2	..	..			
	(e) Ahmedabad	..	12-6	48-3	33-5	4-4	1-1	..	0-1	..	..	..	..			
	(f) Bombay and Bombay Suburban	..	..	0-1	0-1	16-5	42-4	34-9	3-0	1-2	0-8	0-6	0-4			
	(g) Sholapur	..	..	..	..	0-3	50-9	33-4	11-5	2-0	0-8	0-7	0-3			
	(h) Nagpur	..	..	33-1	57-0	5-2	1-5	0-9	0-1	0-1	0-1	..	..			
	(i) Indore	..	..	1-1	74-2	19-6	4-2	7-0	1-2	0-9	0-3	0-3	0-1			
	(j) Kanpur	..	..	..	32-5	57-7	..	6-8	0-8	0-3	0-4	0-9	0-1			
	(k) Delhi	..	..	0-1	46-0	44-6	..	7-0	3-0	0-6	0-2	0-5	..			
	(l) Jaipur and Ajmer	..	..	0-8	54-6	21-8	0-9	0-2	..	0-2	0-1	..	0-1			
	(m) Residual	..	..	25-3	54-3	19-0	16-0	4-1	0-5	0-2	0-3	..	..			
2	Jute Textile	..	4-8	19-8	19-3	34-9	40-2	9-4	2-9	0-8	0-2	0-1	..			
	(a) West Bengal	..	..	1-1	45-3	40-2	9-4	2-9	0-8	0-2	0-1	..	..			
	(b) Residual	..	..	0-1	46-1	40-0	9-5	3-0	0-9	0-3	0-1	..	..			
3	Silk Textile	..	..	15-8	33-5	43-4	6-7	0-4	..	0-2	..	..	..			
	(a) Bombay and Bombay Suburban	..	3-7	15-1	13-9	22-2	19-4	11-4	10-1	3-1	0-4	0-4	0-3			
	(b) Amritsar	..	..	0-3	2-7	26-6	22-3	19-5	20-3	6-3	0-7	0-7	0-6			
	(c) Jammu and Kashmir	..	2-7	20-3	30-0	20-6	12-0	9-3	3-0	0-5	0-6	..	..			
	(d) Residual	..	10-3	25-7	34-5	9-4	13-9	6-0	0-1	0-1	..	..	..			
		..	6-5	25-5	18-9	19-3	18-7	5-6	3-7	1-2	0-2	0-2	0-2			

4	Woolen Textile	..	..	1.4	12.0	23.2	29.4	24.0	6.9	2.4	0.4	0.2	—	0.1
	(a) Bombay and Bombay Suburban	..	..	—	—	1.2	51.4	35.1	8.5	2.9	0.4	—	0.2	0.3
	(b) Amritsar	..	..	5.8	30.0	22.2	15.3	18.6	2.3	4.1	1.7	—	—	—
	(c) Residual	..	..	1.7	15.6	31.9	21.6	20.1	6.6	2.1	0.3	0.1	—	—
	Textile Group	..	..	1.7	7.3	18.0	32.9	23.7	11.7	3.2	0.8	0.4	0.2	0.1
5	Metal Extracting and Refining	..	..	—	12.1	11.3	11.9	9.9	13.3	8.4	8.7	7.8	5.7	10.9
6	Metal Rolling	..	..	1.1	15.7	22.9	13.8	15.0	15.5	6.3	4.5	2.6	1.3	1.3
7	Metal Founding	..	..	1.1	16.8	40.3	17.5	13.6	5.6	2.2	1.6	0.6	0.4	0.3
	(a) Howrah and 24-Parganas	..	..	0.2	13.0	53.9	21.5	4.4	2.4	1.9	1.4	0.6	0.4	0.3
	(b) Residual	..	..	2.5	22.8	18.6	11.2	28.2	10.4	2.8	1.9	0.8	0.4	0.4
8	Manufacture of Bolts and Nuts, etc.	..	..	2.7	28.9	29.1	21.2	6.4	6.2	3.6	1.2	0.5	0.1	0.1
9	Manufacture of Agricultural Implements	..	..	2.8	33.6	32.2	14.6	7.5	3.6	2.2	0.3	1.3	0.9	1.0
10	Manufacture of Machine Tools	..	..	1.8	17.3	21.6	23.4	18.1	6.7	3.6	1.9	1.1	1.7	2.8
11	Manufacture of Electrical Machinery and Appliances	..	..	0.9	9.5	17.0	28.2	18.5	11.5	5.9	3.4	3.2	0.9	1.0
12	Manufacture of Textile Machinery and Accessories	..	..	1.5	7.1	21.4	14.7	17.9	18.3	10.1	4.8	1.3	1.3	1.6
13	Ship Building and Repairing	..	..	—	1.6	4.2	13.9	29.6	15.0	10.6	6.4	4.2	3.6	10.9
14	Railway Workshops	..	..	—	0.3	30.0	22.6	19.1	18.3	5.9	2.0	0.5	0.4	0.9
15	Tramway Workshops	..	..	—	0.5	7.0	69.0	15.5	4.2	1.2	1.1	0.8	0.2	0.5
16	Manufacture and Repairs of Motor Vehicles	..	..	3.8	14.7	30.7	17.6	13.0	13.1	3.5	1.7	1.0	0.3	0.6
17	Aircraft Building and Repairing	..	..	—	—	13.0	30.9	21.7	13.8	10.6	3.6	1.5	0.8	4.1
18	Bicycle Manufacturing and Repairing	..	..	1.4	13.0	15.8	8.3	21.1	13.9	9.4	11.1	4.0	1.5	0.5
	Engineering Group	..	..	0.8	7.6	23.9	20.0	17.1	14.5	6.1	3.6	2.2	1.4	2.8
19	Cement	..	..	—	6.6	44.7	25.3	12.0	5.0	3.4	1.4	0.5	0.3	0.8
20	Paper and Paper Products	..	..	1.2	10.6	34.5	26.9	12.7	6.2	3.7	2.0	0.8	0.6	0.8
21	Sugar	..	..	0.4	50.8	38.5	6.3	2.2	0.8	0.2	0.3	0.2	0.2	0.1
	(a) Bihar	..	..	0.2	73.1	21.8	2.7	1.2	0.5	0.2	0.1	0.1	—	0.1
	(b) U.P.	..	..	0.7	60.0	32.5	3.9	1.7	0.6	0.2	0.2	0.1	0.1	—
	(c) Residual	..	..	—	21.4	58.6	13.0	3.6	1.5	0.4	0.6	0.3	0.2	0.4
22	Heavy and Fine Chemicals	..	..	2.8	15.5	29.9	28.9	10.9	5.9	2.5	1.6	0.8	0.5	0.7
	(a) Calcutta	..	..	—	20.9	47.6	19.5	6.9	2.5	1.2	1.1	0.2	—	0.1
	(b) Bombay and Bombay Suburban	..	..	—	7.2	18.4	15.2	20.4	18.8	7.3	5.0	3.1	2.2	2.4
	(c) Residual	..	..	4.5	16.6	28.2	38.3	9.1	2.8	1.2	0.6	0.3	0.1	0.3

## STATEMENT 6-1A—contd.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
23	Printing Presses	..	6.3	18.0	27.8	21.0	11.7	8.1	3.3	1.4	0.8	1.0
24	Match Factories	..	70.2	13.0	3.2	2.6	0.9	1.1	5.1	2.3	0.5	0.8
25	Glass Factories	..	4.2	40.2	24.7	14.0	7.8	3.4	1.7	1.3	0.8	1.2
	(a) Calcutta and 24 Parganas	..	0.3	55.9	14.2	15.2	5.8	3.6	1.0	0.4	0.8	2.1
	(b) Ferozabad	..	0.5	37.7	24.4	10.7	11.7	4.9	1.5	2.4	1.3	3.0
	(c) Residual	..	6.0	37.8	26.7	14.7	7.1	3.0	1.9	1.2	0.8	0.5
26	Petroleum Refineries	..	—	2.9	0.8	10.0	16.8	25.5	18.1	16.4	4.2	3.6
27	Electric Light and Power Stations	..	0.2	16.0	30.1	25.2	12.4	7.3	3.3	1.6	0.9	0.5
28	Soap Factories	..	1.6	15.1	13.0	2.5	15.7	13.4	15.5	9.4	4.4	2.5
29	Hydrogenated Oil	..	4.1	16.8	39.0	9.1	4.3	6.5	7.5	4.3	1.5	4.5
30	Tanneries	..	2.5	46.8	39.3	6.9	2.5	0.3	0.3	0.3	0.2	0.1
31	Footwear Manufacturing	..	0.7	12.0	21.0	28.3	20.8	8.4	5.0	1.5	1.4	0.7
32	Clothing Manufacturing	..	2.5	29.2	38.1	16.1	7.3	2.2	3.1	1.0	—	0.5
33	Artificial Manures	..	3.1	11.4	16.2	18.2	14.2	10.9	5.3	4.4	5.0	8.4
34	Cigarette Factories	..	—	1.2	11.8	9.4	19.5	11.1	4.4	19.9	11.7	5.7
35	Bidi Factories	..	11.7	56.7	25.5	4.9	1.0	0.2	—	—	—	—
36	Tobacco Curing Works	..	5.5	58.1	24.3	11.4	0.6	0.1	—	—	—	—
	(a) Guntur	..	4.3	67.3	16.7	11.0	0.6	0.1	—	—	—	—
	(b) Residual	..	8.7	31.5	40.4	12.6	0.6	0.1	0.1	—	—	—
37	Cashewnut Factories	..	62.6	35.5	1.5	0.3	0.1	—	—	—	—	—
	(a) Kerala	..	67.0	31.3	1.4	0.2	0.1	—	—	—	—	—
	(b) Residual	..	25.8	71.0	2.4	0.7	0.1	—	—	—	—	—
	Other Factory Industries	..	14.4	36.3	24.6	11.5	5.3	3.0	1.7	1.3	0.7	0.8
38	B. PLANTATIONS	..	6.3	80.4	11.1	1.6	0.2	0.1	0.1	0.1	—	—
	Tea Plantations	..	6.3	70.1	12.4	1.9	0.2	0.1	—	—	—	—
	(a) North East India	..	6.9	77.4	13.4	2.0	0.2	0.1	—	—	—	—
	(b) South India	..	2.4	90.1	5.6	1.0	0.2	0.2	0.1	0.1	0.1	0.2
39	Coffee Plantations	..	7.8	89.2	1.2	0.6	0.3	0.4	0.4	0.1	—	—
40	Rubber Plantations	..	—	75.9	22.1	0.5	0.5	0.2	0.4	0.1	0.1	0.1
	C. MINES	..	3.9	19.1	21.3	44.2	7.8	2.3	0.8	6.4	0.1	0.1
41	Coal Mines	..	0.2	1.7	21.7	61.1	10.6	3.1	1.0	0.4	0.1	0.1
42	Manganese Mines	..	10.4	58.3	18.3	4.9	1.7	0.3	0.1	—	—	—
43	Mica Mines	..	4.7	78.1	16.9	0.3	—	—	—	—	—	—
44	Iron Ore Mines	..	13.1	57.9	21.2	4.1	2.0	0.6	0.5	0.3	0.3	—

## STATEMENT 6·2A

MEDIAN AND QUANTILES OF AVERAGE DAILY EARNINGS (IN RUPEES)  
BY INDUSTRIES

Serial No.	Industry	Daily earnings		
		Median	Lower Quartile	Upper Quartile
(1)	(2)	(3)	(4)	(5)
<b>A. FACTORY INDUSTRIES</b>				
1	Cotton Textile .. ..	3·30	2·22	4·45
	(a) Howrah and Calcutta .. ..	3·93	3·16	4·78
	(b) Coimbatore .. ..	2·48	2·23	2·95
	(c) Madurai and Ramanathapuram .. ..	3·60	3·29	3·93
	(d) Madurai and Ramanathapuram .. ..	3·77	3·60	3·94
	(e) Bangalore .. ..	1·85	1·26	2·46
	(f) Ahmedabad .. ..	4·74	4·16	5·33
	(g) Bombay and Bombay Suburban .. ..	4·98	4·57	5·72
	(h) Sholapur .. ..	3·26	2·86	3·69
	(i) Nagpur .. ..	3·41	3·20	3·99
	(j) Indore .. ..	4·24	3·88	4·63
	(k) Kanpur .. ..	4·09	3·72	4·67
	(l) Delhi .. ..	3·92	3·60	4·76
	(m) Jaipur and Ajmer .. ..	2·29	2·00	2·81
	(n) Residual .. ..	3·15	2·03	3·87
2	Jute Textile .. ..	3·07	2·75	3·62
	(a) West Bengal .. ..	3·08	2·76	3·64
	(b) Residual .. ..	3·01	2·38	3·42
3	Silk Textile .. ..	3·85	2·41	5·06
	(a) Bombay and Bombay Suburban .. ..	4·87	3·91	6·15
	(b) Amritsar .. ..	2·86	2·04	4·06
	(c) Jammu and Kashmir .. ..	2·27	1·38	3·28
	(d) Residual .. ..	2·95	1·58	4·20
4	Woollen Textile .. ..	3·65	2·40	4·30
	(a) Bombay and Bombay Suburban .. ..	3·97	3·69	4·48
	(b) Amritsar .. ..	2·49	1·80	4·07
	(c) Residual .. ..	3·07	2·19	4·18
	Textile Group .. ..	3·72	2·93	4·59
5	Metal Extracting and Refining .. ..	5·43	3·20	7·97
6	Metal Rolling .. ..	3·70	2·28	5·36
7	Metal Founding .. ..	2·78	2·17	3·95
	(a) Howrah and 24 Parganas .. ..	2·66	2·21	3·28
	(b) Residual .. ..	3·51	1·98	4·68
8	Manufacture of Bolts and Nuts, etc. .. ..	2·50	1·86	3·56
9	Manufacture of Agricultural Implements .. ..	2·32	1·77	3·39
10	Manufacture of Machine Tools .. ..	3·35	2·28	4·56
11	Manufacture of Electrical Machinery and Appliances .. ..	3·75	2·89	5·05
12	Manufacture of Textile Machinery and Accessories .. ..	4·36	2·73	5·66
13	Ship Building and Repairing .. ..	5·04	4·15	7·00
14	Railway Workshops .. ..	3·84	2·90	5·14
15	Tramway Workshops .. ..	3·53	3·21	3·97



STATEMENT 6·2A—*contd.*

(1)	(2)	(3)	(4)	(5)
16	Manufacture and Repairs of Motor Vehicles ..	3·04	2·21	4·62
17	Aircraft Building and Repairing .. ..	4·25	3·43	5·71
18	Bicycle Manufacturing and Repairing .. ..	4·45	2·57	6·15
	<i>Engineering Group</i> .. ..	3·87	2·78	5·34
19	Cement .. ..	2·97	2·54	3·92
20	Paper and Paper Products .. ..	3·11	2·34	4·14
21	Sugar .. ..	1·99	1·86	2·43
	(a) Bihar .. ..	1·92	1·83	2·05
	(b) U.P. .. ..	1·95	1·84	2·25
	(c) Residual .. ..	2·44	2·05	2·90
22	Heavy and Fine Chemicals .. ..	3·05	2·19	3·90
	(a) Calcutta .. ..	2·44	2·06	3·26
	(b) Bombay and Bombay Suburban .. ..	4·46	2·96	5·72
	(c) Residual .. ..	3·02	2·13	3·56
23	Printing Presses .. ..	2·92	2·02	4·15
24	Match Factories .. ..	0·71	0·42	1·16
25	Glass Factories .. ..	2·19	1·53	3·37
	(a) Calcutta and 24-Parganas .. ..	1·91	1·52	3·29
	(b) Ferozabad .. ..	2·44	1·79	4·18
	(c) Residual .. ..	2·19	1·49	3·25
26	Petroleum Refineries .. ..	5·63	4·74	7·04
27	Electric Light and Power Stations .. ..	3·14	2·31	4·26
28	Soap Factories .. ..	5·23	2·41	6·82
29	Hydrogenated Oil .. ..	2·60	2·08	5·19
30	Tanneries .. ..	2·01	1·49	2·42
31	Footwear Manufacturing .. ..	3·53	2·47	4·52
32	Clothing Manufacturing .. ..	2·30	1·49	3·42
33	Artificial Manures .. ..	4·10	2·76	6·19
34	Cigarette Factories .. ..	5·58	4·09	7·89
35	Bidi Factories .. ..	1·64	1·27	2·19
36	Tobacco Curing Works .. ..	1·50	1·34	2·83
	(a) Guntur .. ..	1·46	1·33	2·59
	(b) Residual .. ..	2·59	1·44	2·87
37	Cashewnut Factories .. ..	0·90	0·68	1·13
	(a) Kerala .. ..	0·87	0·66	1·09
	(b) Residual .. ..	1·15	0·99	1·36
	<i>Other Factory Industries</i> .. ..	1·99	1·34	2·99
	B. PLANTATIONS .. ..	1·58	1·36	1·74
38	Tea Plantations .. ..	1·61	1·43	1·75
	(a) North East India .. ..	1·62	1·44	1·76
	(b) South India .. ..	1·58	1·39	1·73
39	Coffee Plantations .. ..	1·26	1·11	1·66
40	Rubber Plantations .. ..	1·70	1·52	1·95
	C. MINES .. ..	3·09	2·17	3·46
41	Coal Mines .. ..	3·28	3·02	3·67
42	Manganese Mines .. ..	1·60	1·22	2·17
43	Mica Mines .. ..	1·60	1·45	1·72
44	Iron Ore Mines .. ..	1·59	1·15	2·14

## CHAPTER VII

### WAGE RATES AND EARNINGS OF WORKERS IN COMPARABLE OCCUPATIONS

Since existence of variations in the wage rates and earnings of workers employed in comparable occupations in various industries is of considerable interest, an attempt has been made in this Chapter to make a limited study of such variations on the basis of the data collected in the course of the Survey. One of the occupations common to almost all industries—whether factories, plantations or mines—is that of the unskilled *Mazdoor* also known as *Coolie*, general worker, *khalasi* or labourer. Apart from the *Mazdoor*, there are a few other occupations which are common in certain industry groups or sub-groups, such as Reeler, Winder, Spinner, Weaver, etc., in the Textile industries, and Welder, Fitter, Turner, Moulder, Machinist, etc., in the Engineering industries.

#### 1. Wage Rates

##### (A) Wage Rates (Minimum and Maximum) of Mazdoors

1·01. The average wage rates (minimum and maximum) of *Mazdoors* in the different industries are given in detail in Statement 7·1A. The position obtaining in broad industry groups was as follows:—

#### STATEMENT 7·1

##### AVERAGE WAGE RATES (MINIMUM AND MAXIMUM) OF MAZDOORS

(In Rupees)

Industry Group	Wage Rates	
	Minimum	Maximum
(1)	(2)	(3)
I. Factory Industries .. .. .	2·66	3·10
(a) Textiles .. .. .	3·11	3·41
(b) Engineering .. .. .	2·66	3·10
(c) Others .. .. .	2·35	2·89
II. Plantations .. .. .	1·37	1·45
III. Mines .. .. .	2·33	2·58

1·02. The minimum wage rate (including dearness allowance) of *Mazdoors* was highest in the factories group, with the mining group coming a close second; the wage rate for the plantations group was the lowest, amounting to a little more than half of that in the factories group. In none of the industries the *Mazdoors* were getting an average (minimum) wage of less than Re. 1·00 per day. In a number of unorganised industries, in which small size units predominate such as Glass, *Bidi*, Cashewnut and Tobacco Curing industries, and in the Plantation industries, and in mines, except Coal mines, the minimum average daily wage rate of *Mazdoors* was between Re. 1·00 and Rs. 2·00; it was between Rs. 2·01 and Rs. 3·00 in Jute and Woollen Textiles, Railway Workshops

Cement, Paper and Sugar, Coal mines etc.; and between Rs. 3·01 and Rs. 4·00 in industries like Cotton and Silk Textiles, Ship Building, Soap Factories, etc. In two industries, namely, Petroleum Refineries and Cigarette Factories, the minimum daily average wage rate of *Mazdoors* was over Rs. 4·01.

1·03. In most of the industry groups, the maximum wage rate was only slightly higher than the minimum, presumably due to the fact that *Mazdoors* are an unskilled category and are mainly time-rated; the differences, if any, are usually due, apart from the time scales obtaining in a few industries, like Cigarette, Soap and Petroleum Refineries, to the differences in individual wages paid, mainly based on length of service and other personal considerations. The maximum (average) wage rates for *Mazdoors* varied from Rs. 1·70 (*Bidi* Factories) to Rs. 6·53 (Cigarette Factories) in the factory industries, from Rs. 1·24 (Coffee) to Rs. 1·59 (Tea) in the plantations and from Rs. 1·26 (Mica) to Rs. 3·08 (Coal) in the mining industries.

(B) *Wage Rates (Minimum and Maximum) of Workers in Comparable Occupations in Selected Industry Groups*

1·04. It will be interesting to study the differentials in wage rates of workers in similar occupations, as between different industries and different areas of the same industry. For this study, some occupations common to certain industry groups or sub-groups have been selected and information relating to the average minimum and maximum\* wage rates in respect of these occupations in Textile, Engineering, Plantation and Mining industries is given in Statements 7·2 to 7·5 at the end of the Chapter. In selecting these occupations care has been taken to ensure that the main job content of the occupation, as between different industries being compared, is more or less the same.

(a) *Textile Industries*: A comparison of the wage rates of workers in various occupations shows that generally these were highest in the Cotton Textile industry, followed by Woollen, Silk and Jute industries in that order. This was due, in large measure, to the fact that in most centres of the Cotton Textile industry and in some major centres of the Silk and Woollen Textile industries, dearness allowance paid to the workers was linked to cost of living index numbers and was relatively high. In the principal Jute Textile area, viz., West Bengal, this allowance was paid at a flat rate of Rs. 32·50 p.m. which compared rather unfavourably with the amount of dearness allowance paid in the other textile centres like Bombay, Ahmedabad, Kanpur and Coimbatore.† It may be stated in this connection that the basic wage rate at all these centres was more or less the same. Even as between the various centres of the Cotton Textile industry, the wage rates were found to be highest in Bombay and Ahmedabad, followed by Kanpur, Delhi, Indore and Coimbatore, Howrah and

\*The 'minimum' and 'maximum' given in Statements 7·2 to 7·5 are the averages of the minimum and maximum rates observed in the sample. As such they do not indicate the range between the lowest and highest rates observed in the sample.

†The average monthly dearness allowance paid to workers during the Survey period (July 1958 to August 1959) was as follows:—

	Rs. nP.
Bombay ..	84·14
Ahmedabad ..	82·97
Kanpur ..	61·36
Coimbatore ..	59·03

Calcutta and Bangalore centres coming at the end of the scale. When it is seen that even in the Silk and Woollen Textile industries, it is in the Bombay Stratum that the wage rates were highest it will be clear that the reason lies in the higher dearness allowances paid to workers in this area.

(b) *Engineering Industries* : The wage rates of workers in various occupations in the different industries showed no definite feature for any one industry to be singled out as having the highest rate. However, it can be said that the wage rates were comparatively high in a few industries such as Metal Extracting and Refining, Textile Machinery, Ship Building and Repairing, Railway Workshops and Tramway Workshops. Similarly, in industries like Manufacture of Bolts, Nuts and Screws, Agricultural Implements and Bicycle Manufacturing, the wage rates of workers in various occupations were found to be comparatively low.

(c) *Plantation Industries* : Taking the daily wage rates of workers doing similar work in the three types of plantations namely Tea, Coffee and Rubber, it is seen that the rates were generally highest in Rubber Plantations, Tea coming a very close second. The wage rates in Coffee Plantations were the lowest. For instance, the average daily wage rate of a field worker in Coffee Plantations was Rs. 1.24 as compared to Rs. 1.45 in Tea and Rs. 1.53 in Rubber. It may be stated that the wage rates in these industries have been fixed under the Minimum Wages Act, 1948, in the various States.

(d) *Mining Industries* : The wage rates of workers in Coal Mines were found to be generally higher than in the other mining industries. This was, however, not true of all occupations. For instance the average wage rate was higher in the case of Mistry both in Iron Ore and Manganese Mines. The rates in the Coal Mining industry have been fixed by the All-India Collieries Tribunal.

## 2. Earnings

### (A) Average Daily Earnings of Mazdoors

2.01. The average daily earnings of *Mazdoors* in the different industries are given in detail in Statement 7.6A. The position obtaining in broad industry groups regarding the daily earnings of *Mazdoors* was as follows :—

#### STATEMENT 7.6

##### AVERAGE DAILY EARNINGS OF MAZDOORS

Industry Group	Average Daily Earnings (In Rupees)						
(1)	(2)						
I. Factory Industries—	2.86						
(a) Textiles .. .. .	3.27						
(b) Engineering .. .. .	2.92						
(c) Others .. .. .	2.54						
II. Plantations .. .. .	1.43						
III. Mines .. .. .	2.65						

2.02. The average daily earnings of *Mazdoors* varied from Rs. 1.43 in the plantations group of industries to Rs. 2.86 in the factories group. Among the sub-groups of the factory industries, the average earnings were highest in the

**Textile sub-group** and lowest in the 'Others' sub-group. Among the individual industries, the average earnings varied from Rs. 1·39 (*Bidi* Factories) to Rs. 6·81 (Petroleum Refineries) in the factories group, from Rs. 1·23 (Coffee) to Rs. 1·56 (Tea) in the plantation industries and from Rs. 1·32 (Mica) to Rs. 3·07 (Coal) in the mining industries. In Agricultural Implements, *Bidi* and Cashew-nut Factories and in the three plantation industries and the mining industries (except Coal), *Mazdoors'* average earnings amounted to less than Rs. 2·00 per day. In most factory industries, including Cotton and Jute Textiles, several engineering industries and certain others such as Cement and Paper, their average daily earnings ranged between Rs. 2·01 and Rs. 4·00. In a few industries i. e., Ship Building and Repairing, Bicycle Manufacture and Match Factories, it varied from Rs. 4·01 to Rs. 5·00, while in only two industries, namely, Petroleum Refineries and Cigarette Factories their earnings exceeded Rs. 5·01 per day.

*(B) Average Daily Earnings of Workers in Certain Comparable Occupations in Selected Industry Groups*

2·03. Information relating to the average daily earnings of workers in certain comparable occupations in selected industry groups is given in Statements 7·7 to 7·10 at the end of the Chapter. The main features are discussed in the following paras :

(a) *Textile Industries* : Generally speaking, the earnings of the workers (in the selected occupations) in the Cotton Textile industry were higher than those of similar workers in the other textile industries. This was mainly due to the higher rates of dearness allowance paid to Cotton Mill workers in most centres of the industry. Although there is no definite pattern to indicate as to in which of the other industries workers' earnings were higher or lower, it would appear that earnings were slightly higher in Woollen and Silk industries as compared to the Jute Textile industry. The main reason for the earnings of workers in the Jute Textile industry being comparatively low might be that in the units in West Bengal (which account for the bulk of the workers in the industry) dearness allowance was being paid at a flat rate of Rs. 32·50 p.m., whereas in the other textile industries, the bulk of the workers were getting dearness allowance at rates linked to the Consumer price index numbers. This is also borne out by the fact that in the Cotton, Silk and Woollen Textile industries the earnings were highest in the Bombay and Bombay Suburban Stratum, where the dearness allowance was highest. As between the different strata within the Cotton Textile industry, the earnings of workers in most of the occupations were highest in Bombay, closely followed by Ahmedabad, Indore, Kanpur and Delhi. The earnings were on the low side in the strata—Jaipur and Ajmer, Bangalore, and Howrah and Calcutta. It may be of interest to note that in two of these three strata, dearness allowance was being paid at a flat rate unconnected with the changes in the cost of living index numbers.

(b) *Engineering Industries* : Broadly speaking, the earnings were higher in Metal Extracting and Refining, Ship Building and Repairing, Textile Machinery and Railway workshops, while the earnings in most occupations were comparatively low in Agricultural Implements, Machine Tools and Manufacture of Nuts, Bolts, and Screws.

(c) *Plantations Industries*: It is seen that the earnings of workers doing similar work were generally highest in the Tea Plantation industry, those in the Rubber Plantation industry being only slightly lower. In the Coffee Plantations, however, workers' earnings were considerably lower than in the other plantations. For instance, an ordinary labourer got only Rs. 1·23 per day in Coffee Plantations as compared to Rs. 1·56 and Rs. 1·54 respectively in Tea and Rubber Plantations. These differences were mainly attributable to the differences in the wage rates fixed by the different State Governments under the Minimum Wages Act.

(d) *Mining Industries*: The earnings of workers in the Coal Mines were generally higher than those of workers in the other mining industries, although there were a few cases (*e.g.* Driller-Machine) in which this did not hold good. Taking, for example, the case of an unskilled category like *Mazdoor* (general), it is seen that the average earnings of this category amounted to Rs. 3·07 in Coal Mines, while in the other mining industries, it was less than Rs. 2·00 per day. The higher earnings in the Coal Mining industry were due to the wages fixed by the award of the All-India Collieries Tribunal.

## STATEMENT 7·1A

WAGE RATES OF *Mazdoors* IN VARIOUS INDUSTRIES

Serial No.	Industry/Stratum						Wage Rates (In Rupees)	
							Minimum	Maximum
(1)	(2)						(3)	(4)
A. FACTORY INDUSTRIES								
1	Cotton Textiles	..	..	..	..	..	2·66	3·10
	(a) Howrah and Calcutta	..	..	..	..	..	3·45	3·59
	(b) Coimbatore	..	..	..	..	..	2·32	2·42
	(c) Madurai and Ramnathpuram	..	..	..	..	..	3·35	3·36
	(d) Bangalore	..	..	..	..	..	3·51	3·51
	(e) Ahmedabad	..	..	..	..	..	2·08	2·45
	(f) Bombay and Bombay Suburban	..	..	..	..	..	3·90	4·11
	(g) Sholapur..	..	..	..	..	..	4·42	4·54
	(h) Nagpur ..	..	..	..	..	..	2·76	3·00
	(i) Indore ..	..	..	..	..	..	3·20	3·20
	(j) Kanpur ..	..	..	..	..	..	3·40	3·70
	(k) Delhi ..	..	..	..	..	..	3·64	4·08
	(l) Jaipur and Ajmer	..	..	..	..	..	3·56	3·88
	(m) Residual	..	..	..	..	..	2·12	2·27
2	Jute Textile	..	..	..	..	..	2·54	2·58
	(a) West Bengal	..	..	..	..	..	2·62	3·13
	(b) Residual	..	..	..	..	..	2·62	3·14
		..	..	..	..	..	2·63	3·01

STATEMENT 7·1A—*contd.*

(1)	(2)	(3)	(4)
<b>3</b>	<b>Silk Textile</b> .. .. .	<b>3·27</b>	<b>3·49</b>
	(a) Bombay and Bombay Suburban .. .. .	3·79	3·87
	(b) Amritsar .. .. .	2·06	2·90
	(c) Jammu and Kashmir .. .. .	1·00	1·56
	(d) Residual .. .. .	2·25	2·74
<b>4</b>	<b>Woollen Textile</b> .. .. .	<b>2·90</b>	<b>3·17</b>
	(a) Bombay and Bombay Suburban .. .. .	3·67	4·02
	(b) Amritsar .. .. .	1·63	1·86
	(c) Residual .. .. .	2·60	2·85
	<i>Textile Group</i> .. .. .	3·11	3·41
<b>5</b>	<b>Metal Extracting and Refining</b> .. .. .	<b>2·89</b>	<b>3·12</b>
<b>6</b>	<b>Metal Rolling</b> .. .. .	<b>2·05</b>	<b>2·66</b>
<b>7</b>	<b>Metal Founding</b> .. .. .	<b>2·34</b>	<b>3·20</b>
	(a) Howrah and 24 Parganas .. .. .	2·10	3·45
	(b) Residual .. .. .	2·89	3·55
<b>8</b>	<b>Manufacture of Bolts, Nuts, etc.</b> .. .. .	<b>2·14</b>	<b>3·09</b>
<b>9</b>	<b>Manufacture of Agricultural Implements</b> .. .. .	<b>1·63</b>	<b>2·30</b>
<b>10</b>	<b>Manufacture of Machine Tools</b> .. .. .	<b>2·12</b>	<b>2·81</b>
<b>11</b>	<b>Manufacture of Electrical Machinery and Appliances</b> .. .. .	<b>2·67</b>	<b>3·26</b>
<b>12</b>	<b>Manufacture of Textile Machinery and Accessories</b> .. .. .	<b>3·11</b>	<b>3·59</b>
<b>13</b>	<b>Ship Building and Repairing</b> .. .. .	<b>3·38</b>	<b>3·82</b>
<b>14</b>	<b>Railway Workshops</b> .. .. .	<b>2·80</b>	<b>3·01</b>
<b>15</b>	<b>Tramway Workshops</b> .. .. .	<b>3·41</b>	<b>3·74</b>
<b>16</b>	<b>Manufacture and Repairs of Motor Vehicles</b> .. .. .	<b>2·97</b>	<b>3·35</b>
<b>17</b>	<b>Aircraft Building and Repairing</b> .. .. .	<b>2·73</b>	<b>3·23</b>
<b>18</b>	<b>Bicycles Manufacturing and Repairing</b> .. .. .	<b>3·88</b>	<b>4·48</b>
	<i>Engineering Group</i> .. .. .	2·66	3·10
<b>19</b>	<b>Cement</b> .. .. .	<b>2·30</b>	<b>2·73</b>
<b>20</b>	<b>Paper and Paper Products</b> .. .. .	<b>2·69</b>	<b>3·21</b>
<b>21</b>	<b>Sugar</b> .. .. .	<b>2·13</b>	<b>2·31</b>
	(a) Bihar .. .. .	2·06	2·17
	(b) U.P. .. .. .	2·13	2·26
	(c) Residual .. .. .	2·17	2·45
<b>22</b>	<b>Heavy and Fine Chemicals</b> .. .. .	<b>2·69</b>	<b>3·67</b>
	(a) Calcutta .. .. .	2·52	3·34
	(b) Bombay and Bombay Suburban .. .. .	3·54	5·23
	(c) Residual .. .. .	2·45	3·22
<b>23</b>	<b>Printing Presses</b> .. .. .	<b>2·19</b>	<b>2·83</b>
<b>24</b>	<b>Match Factories</b> .. .. .	<b>3·18</b>	<b>3·61</b>

STATEMENT 7·1A—*concl'd.*

(1)	(2)	(3)	(4)
25	Glass Factories .. .. .	1·81	2·44
	(a) Calcutta and 24 Parganas .. .. .	1·54	2·15
	(b) Ferozabad .. .. .	1·57	1·82
	(c) Residual .. .. .	1·86	2·52
26	Petroleum Refineries .. .. .	4·05	4·92
27	Electric Light and Power Stations .. .. .	2·40	2·86
28	Soap Factories .. .. .	3·30	4·61
29	Hydrogenated Oil .. .. .	2·70	3·07
30	Tanneries .. .. .	2·01	2·32
31	Footwear Manufacturing .. .. .	3·05	3·96
32	Clothing Manufacturing .. .. .	2·36	2·95
33	Artificial Manures .. .. .	2·21	2·45
34	Cigarette Factories .. .. .	4·16	6·53
35	Bidi Factories .. .. .	1·29	1·70
36	Tobacco Curing Works .. .. .	1·95	2·18
	(a) Guntur .. .. .	1·94	2·13
	(b) Residual .. .. .	1·97	2·27
37	Cashewnut Factories .. .. .	1·67	1·94
	(a) Kerala .. .. .	1·71	1·92
	(b) Residual .. .. .	1·55	1·98
	<i>Other Factory Industries</i> .. .. .	2·35	2·89
	B. PLANTATIONS .. .. .	1·37	1·45
38	Tea Plantations .. .. .	1·45	1·59
	(a) North East India .. .. .	1·35	1·55
	(b) South India .. .. .	1·67	1·67
39	Coffee Plantations .. .. .	1·24	1·24
40	Rubber Plantations .. .. .	1·53	1·53
	C. MINES .. .. .	2·33	2·58
41	Coal Mines .. .. .	2·86	3·08
42	Manganese Mines .. .. .	1·56	1·96
43	Mica Mines .. .. .	1·17	1·26
44	Iron Ore Mines .. .. .	1·29	1·63



STATEMENT

AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE

Sl. No.	Industry/Stratum		Jobber		Weaver (2 looms)		Twister/ Doubler	
			Min.	Max.	Min.	Max.	Min.	Max.
(1)	(2)		(3)	(4)	(5)	(6)	(7)	(8)
1	Cotton Textile	.. ..	5.61	7.31	4.04	5.09	3.28	3.46
	(a) Howrah and Calcutta	.. ..	3.77	4.72	2.33	3.77	2.58	3.49
	(b) Coimbatore	.. ..	4.07	5.11	3.26	3.91	3.59	3.59
	(c) Madurai and Ramnathpuram	.. ..	3.74	4.42	4.07	4.07	0.75	1.00
	(d) Bangalore	.. ..	2.49	4.15	2.55	3.27	0.75	1.00
	(e) Ahmedabad	.. ..	6.79	9.08	4.65	5.67	4.29	4.29
	(f) Bombay and Bombay Suburban	.. ..	7.47	8.96	5.18	6.28	4.56	4.56
	(g) Sholapur	.. ..	4.44	6.22	3.20	4.33	—	—
	(h) Nagpur	.. ..	3.80	4.50	4.46	5.67	—	—
	(i) Indore	.. ..	6.88	7.54	3.85	4.63	—	—
	(j) Kanpur	.. ..	5.32	8.55	4.06	4.73	3.80	4.29
	(k) Delhi	.. ..	5.72	9.78	3.53	5.64	3.69	4.41
	(l) Jaipur and Ajmer	.. ..	3.19	4.33	3.19	4.56	—	—
	(m) Residual	.. ..	4.00	5.15	2.99	3.99	2.94	2.94
2	Jute Textile	.. ..	3.46	4.98	2.86	4.59	2.87	2.89
	(a) West Bengal	.. ..	3.49	5.02	2.87	4.60	2.78	2.81
	(b) Residual	.. ..	3.16	4.56	2.56	4.32	3.23	3.24
3	Silk Textile	.. ..	5.35	6.81	3.66	5.37	1.95	2.35
	(a) Bombay and Bombay Suburban	.. ..	6.79	8.08	5.19	6.75	3.94	4.09
	(b) Amritsar	.. ..	3.67	6.29	2.31	4.24	2.27	2.62
	(c) Jammu and Kashmir	.. ..	2.29	4.66	0.97	2.25	0.95	1.18
	(d) Residual	.. ..	4.63	6.02	2.90	4.71	1.25	1.76
4	Woollen Textile	.. ..	3.51	7.40	3.90	5.98	3.15	3.48
	(a) Bombay and Bombay Suburban	.. ..	6.59	7.22	4.22	6.41	4.04	4.07
	(b) Amritsar	.. ..	5.00	5.00	2.95	5.37	1.92	1.92
	(c) Residual	.. ..	3.19	7.45	2.46	3.55	2.32	2.95

## 7.2

## OCCUPATIONS IN THE TEXTILE INDUSTRIES

(In Rupees)

Sl. No.	Industry/Stratum	Winder		Reeler		Warper/ Beamer	
		Min.	Max.	Min.	Max.	Min.	Max.
		(9)	(10)	(11)	(12)	(13)	(14)
1	Cotton Textile .. ..	2.95	3.63	2.39	2.98	4.17	4.97
	(a) Howrah and Calcutta ..	2.01	3.11	2.10	2.90	3.44	3.96
	(b) Coimbatore .. ..	3.56	4.18	3.18	3.72	3.48	3.76
	(c) Madurai and Ramnathpuram	2.31	2.33	3.38	3.72	0.52	0.73
	(d) Bangalore .. ..	1.05	2.65	0.55	1.25	2.63	3.01
	(e) Ahmedabad .. ..	4.09	4.55	4.05	4.15	5.12	5.94
	(f) Bombay and Bombay Subur- ban .. ..	4.35	4.85	4.38	4.82	6.09	7.02
	(g) Sholapur .. ..	1.50	1.74	2.36	2.73	3.35	4.43
	(h) Nagpur .. ..	2.92	3.67	—	—	3.58	4.14
	(i) Indore .. ..	3.40	4.18	3.40	4.09	4.04	5.02
	(j) Kanpur .. ..	3.54	4.40	3.40	3.88	4.25	5.12
	(k) Delhi .. ..	2.94	5.09	3.18	4.01	3.93	6.39
	(l) Jaipur and Ajmer ..	2.10	2.30	2.12	2.76	—	—
	(m) Residual .. ..	2.25	2.85	2.05	2.66	3.57	4.11
2	Jute Textile .. ..	2.75	4.00	2.59	2.80	3.14	3.73
	(a) West Bengal .. ..	2.74	4.03	2.57	2.81	3.16	3.76
	(b) Residual .. ..	2.77	3.50	2.67	2.67	2.88	3.31
3	Silk Textile .. ..	2.10	2.42	1.42	1.66	3.67	4.33
	(a) Bombay and Bombay Subur- ban .. ..	3.66	3.81	2.51	2.51	5.67	6.47
	(b) Amritsar .. ..	1.76	2.45	2.16	2.79	2.61	3.49
	(c) Jammu and Kashmir ..	0.82	1.06	—	—	1.76	1.76
	(d) Residual .. ..	1.60	1.93	0.90	1.05	3.13	3.71
4	Woollen Textile .. ..	2.59	3.45	2.25	2.77	3.19	3.82
	(a) Bombay and Bombay Subur- ban .. ..	3.75	4.00	3.67	3.71	4.89	4.89
	(b) Amritsar .. ..	1.58	2.17	1.18	1.27	3.44	3.84
	(c) Residual .. ..	2.18	3.36	1.95	2.59	2.90	3.66

## STATEMENT

## AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE

Sl. No.	Industry Stratum	Drawer		Dyer		Oiler	
		Min.	Max.	Min.	Max.	Min.	Max.
		(15)	(16)	(17)	(18)	(19)	(20)
1	Cotton Textile .. ..	4.40	5.34	3.51	3.58	3.62	3.99
	(a) Howrah and Calcutta ..	2.66	3.08	4.06	4.06	2.45	2.45
	(b) Coimbatore .. ..	3.28	3.56	3.35	3.35	3.81	3.85
	(c) Madurai and Ramnathpuram	3.67	3.80	5.51	5.51	3.73	4.06
	(d) Bangalore .. ..	2.63	3.19	—	—	1.87	2.00
	(e) Ahmedabad .. ..	4.39	5.57	3.91	3.97	4.11	4.91
	(f) Bombay and Bombay Subur- ban .. ..	5.70	6.54	4.68	4.71	4.71	4.98
	(g) Sholapur .. ..	3.00	4.80	2.83	2.83	2.85	3.25
	(h) Nagpur .. ..	3.58	3.70	3.46	3.46	3.43	3.61
	(i) Indore .. ..	4.21	5.00	3.56	3.56	3.64	4.21
	(j) Kanpur .. ..	3.64	4.70	—	—	3.66	4.28
	(k) Delhi .. ..	3.61	5.31	3.55	3.80	3.65	3.79
	(l) Jaipur and Ajmer ..	2.75	3.38	—	—	2.36	3.18
	(m) Residual .. ..	3.59	4.15	3.08	3.12	2.97	3.22
2	Jute Textile .. ..	3.07	3.07	2.86	2.92	2.78	3.11
	(a) West Bengal .. ..	3.09	3.09	2.86	2.92	2.77	3.11
	(b) Residual .. ..	3.09	3.09	—	—	2.90	3.03
3	Silk Textile .. ..	3.61	4.45	2.33	3.05	3.21	3.55
	(a) Bombay and Bombay Subur- ban .. ..	4.83	5.62	3.96	4.06	3.94	4.00
	(b) Amritsar .. ..	1.83	3.47	2.11	3.31	2.40	3.85
	(c) Jammu and Kashmir ..	1.44	1.44	1.69	1.81	1.06	1.69
	(d) Residual .. ..	3.08	3.69	1.53	2.32	2.69	3.16
4	Woollen Textile .. ..	2.60	3.43	2.93	3.18	3.17	3.35
	(a) Bombay and Bombay Subur- ban .. ..	3.66	4.29	4.25	4.58	3.90	3.99
	(b) Amritsar .. ..	1.69	2.57	—	—	—	—
	(c) Residual .. ..	2.75	3.64	2.66	2.90	2.27	2.56

7·2—concl'd.

## OCCUPATIONS IN THE TEXTILE INDUSTRIES—concl'd.

(In Rupees)

Sl. No.	Industry, Stratum			Carpenter		Spinner/ Double Sider		Mazdoor	
				Min.	Max.	Min.	Max.	Min.	Max.
				(21)	(22)	(23)	(24)	(25)	(26)
1	Cotton Textile	..	..	4·05	4·84	3·96	4·40	3·45	3·59
	(a) Howrah and Calcutta	..	..	2·96	3·53	3·05	3·05	2·32	2·42
	(b) Coimbatore	..	..	3·52	3·63	3·48	3·68	3·35	3·36
	(c) Madurai and Ramnathpuram	..	..	3·67	4·93	3·68	3·87	3·51	3·51
	(d) Bangalore	..	..	3·34	3·34	—	—	2·08	2·45
	(e) Ahmedabad	..	..	5·06	5·42	4·55	5·11	3·90	4·11
	(f) Bombay and Bombay Suburban	..	..	5·55	6·74	4·88	5·44	4·42	4·54
	(g) Sholapur	..	..	3·56	4·25	3·00	3·67	2·76	3·00
	(h) Nagpur	..	..	3·70	3·70	3·64	4·45	3·20	3·20
	(i) Indore	..	..	3·83	5·02	3·61	4·54	3·40	3·70
	(j) Kanpur	..	..	3·68	4·68	3·91	3·95	3·64	4·08
	(k) Delhi	..	..	3·92	5·60	3·53	4·45	3·56	3·88
	(l) Jaipur and Ajmer	..	..	3·75	4·63	2·75	3·26	2·12	2·27
	(m) Residual	..	..	3·31	3·82	3·65	4·07	2·54	2·58
2	Jute Textile	..	..	3·54	5·16	2·85	2·99	2·62	3·13
	(a) West Bengal	..	..	3·57	5·28	2·86	3·00	2·62	3·14
	(b) Residual	..	..	3·04	3·34	2·82	2·92	2·63	3·01
3	Silk Textile	..	..	4·09	4·71	—	—	3·27	3·49
	(a) Bombay and Bombay Suburban	..	..	4·90	5·45	—	—	3·79	3·87
	(b) Amritsar	..	..	4·09	4·58	—	—	2·06	2·90
	(c) Jammu and Kashmir	..	..	2·45	2·65	—	—	1·00	1·56
	(d) Residual	..	..	2·84	3·64	—	—	2·25	2·74
4	Woollen Textile	..	..	3·16	4·43	3·32	3·96	2·90	3·17
	(a) Bombay and Bombay Suburban	..	..	4·65	5·51	4·10	4·13	3·67	4·02
	(b) Amritsar	..	..	3·85	3·85	2·00	2·68	1·63	1·86
	(c) Residual	..	..	2·85	4·30	2·81	3·86	2·60	2·85

STATEMENT

AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE

Sl. No.	Industry	Supervisor/ Mistry/ Chargeman		Electrician		Carpenter	
		Min.	Max.	Min.	Max.	Min.	Max.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Metal Extracting and Refining ..	6.74	8.23	6.60	7.34	4.68	5.35
2	Metal Rolling .. ..	6.07	8.62	3.18 3.73	6.90 I 4.17 II	3.73	5.30
3	Metal Founding .. ..	7.21	10.43	6.92 3.60	7.33 I 4.48 II	4.07 3.22	4.49 I 3.38 II
4	Manufacture of Bolts, Nuts, etc.	4.01	5.44	4.21	4.21	5.69	6.46
5	Manufacture of Agricultural Im- plements .. ..	5.72	8.10	3.23	4.87	3.25	4.43
6	Manufacture of Machine Tools	11.89	14.08	5.36 3.13	7.31 I 3.97 II	3.69 3.35	4.75 I 4.13 II
7	Manufacture of Electrical Machi- nery and Appliances .. ..	5.78	8.02	4.32 3.92	6.29 I 5.31 II	3.71	5.62
8	Manufacture of Textile Machinery and Accessories .. ..	8.51	13.63	5.72	7.03	3.26	5.49
9	Ship Building and Repairing ..	6.53	9.76	4.16	5.24	4.76	7.26
10	Railway Workshops .. ..	6.67	10.18	4.93	7.77	3.87	6.59
11	Tramway Workshops .. ..	6.30 5.15	6.97 I 5.69 II	4.91 4.22	6.68 I 4.55 II	4.57 3.75	5.29 I 4.23 II
12	Manufacture and Repairs of Motor Vehicles .. ..	6.95	9.83	4.94 3.69	7.28 I 4.72 II	3.45	4.79
13	Aircraft Building and Repairing	—	—	4.66 2.86	7.06 I 3.34 II	3.73 2.85	5.44 I 3.23 II
14	Bicycle Manufacturing and Repairing. .. ..	4.43	6.41	2.50	5.77	5.36	6.34

NOTE— I : Grade I  
II : Grade II

7.3

## OCCUPATIONS IN THE ENGINEERING INDUSTRIES.

(In Rupees)

Sl. No.	Industry	Blacksmith		Mason		Moulder	
		Min.	Max.	Min.	Max.	Min.	Max.
		(9)	(10)	(11)	(12)	(13)	(14)
1	Metal Extracting and Refining ..	5.10	6.85	5.42	7.77	2.96 I 2.46 II	3.50 I 3.05 II
2	Metal Rolling .. ..	3.13 I 3.24 II	6.85 I 4.33 II	3.00	4.24	2.84	4.29
3	Metal Founding .. ..	3.29	3.77	3.50	4.37	4.61 I 2.78 II	6.02 I 4.78 II
4	Manufacture of Bolts, Nuts etc,	3.28	3.81	3.96	3.96	3.47 I 3.35 II	4.49 I 3.74 II
5	Manufacture of Agricultural Im- plements .. ..	2.96	4.31	3.09	3.49	2.47	4.59
6	Manufacture of Machine Tools ..	4.19	5.33	4.09 I 2.67 II	5.09 I 3.67 II	4.22 I 2.71 II	5.82 I 4.05 II
7	Manufacture of Electrical Machi- nery and Appliances .. ..	4.07	5.93	3.79	5.36	4.15 I 3.19 II	5.88 I 4.77 II
8	Manufacture of Textile Machinery and Accessories .. ..	3.14	4.57	4.90	6.60	4.74 I 2.86 II	6.35 I 5.04 II
9	Ship Building and Repairing ..	4.53	6.79	3.70	5.64	4.81	7.40 I
10	Railway Workshops .. ..	4.19	7.01	3.96	6.59	4.39	7.25
11	Tramway Workshops .. ..	4.42 I 3.76 II	4.81 I 4.18 II	3.99	4.36	4.42 I 3.74 II	4.81 I 4.18 II
12	Manufacture and Repairs of Motor Vehicles .. ..	3.49 I 2.89 II	5.05 I 3.79 II	3.73	5.20	3.60	4.95
13	Aircraft Building and Repairing	3.89	5.31	2.98	4.56	4.08 I 2.85 II	4.83 I 3.81 II
14	Bicycle Manufacturing and Repairing	3.80 I 4.04 II	4.83 I 4.04 II	2.90	3.30	—	—

NOTE— I : Grade I

II : Grade II

## STATEMENT 7.3

## AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE

Sl. No.	Industry	Welder		Turner		Fitter/ Mechanic	
		Min.	Max.	Min.	Max.	Min.	Max.
		(15)	(16)	(17)	(18)	(19)	(20)
1	Metal Extracting and Refining ..	5.15	8.08	5.83 I 5.33 II	6.64 I 6.04 II	7.33	8.44
2	Metal Rolling .. ..	4.78 I 2.86 II	7.38 I 3.33 II	3.58	4.49	3.85	6.08
3	Metal Founding .. ..	4.86 I 3.59 II	5.62 I 4.15 II	3.08 I 2.82 II	4.05 I 3.86 II	3.72 I 2.86 II	4.72 I 4.06 II
4	Manufacture of Bolts, Nuts, etc.	—	—	4.34 I 3.13 II	4.82 I 4.23 II	3.97 I 3.24 II	5.36 I 4.54 II
5	Manufacture of Agricultural Im- plements .. ..	3.60	5.17	2.42 I 2.94 II	4.50 I 3.42 II	2.35 I 2.45 II	4.52 I 3.24 II
6	Manufacture of Machine Tools	5.89 I 3.78 II	6.33 I 5.04 II	3.97 I 3.26 II	5.10 I 6.12 II	4.61 I 2.89 II	7.10 I 4.10 II
7	Manufacture of Electrical Machi- nery and Appliances .. ..	2.97	4.31	3.28	4.94	3.98 I 2.68 II	6.10 I 4.40 II
8	Manufacture of Textile Machinery and Accessories .. ..	4.04	5.40	3.81 I 3.30 II	6.67 I 4.50 II	3.73 I 3.68 II	7.11 I 6.16 II
9	Ship Building and Repairing ..	4.53	6.70	4.46	6.92	4.17	6.37
10	Railway Workshops .. ..	4.03	6.73	4.17	6.93	4.22	6.96
11	Tramway Workshops .. ..	4.19 I 3.71 II	4.45 I 4.17 II	4.42 I 3.78 II	4.81 I 4.21 II	4.57 I 3.77 II	5.09 I 4.29 II
12	Manufacture and Repairs of Motor Vehicles .. ..	4.07 I 2.91 II	5.40 I 3.61 II	3.83 I 3.13 II	5.55 I 3.80 II	3.35 I 2.88 II	4.69 I 3.66 II
13	Aircraft Building and Repairing	4.71 I 3.27 II	7.60 I 4.12 II	4.51 I 3.81 II	5.19 I 4.31 II	4.16	6.22
14	Bicycle Manufacturing and Repairing	4.15 I 2.54 II	5.49 I 2.85 II	4.06	7.42	2.53	4.70

NOTE—I : Grade I  
II : Grade II

7·3—*contd.*OCCUPATIONS IN THE ENGINEERING INDUSTRIES—*contd.*

(In Rupees)

Sl. No.	Industry	Machinist		Painter		Hammerman	
		Min.	Max.	Min.	Max.	Min.	Max.
		(21)	(22)	(23)	(24)	(25)	(26)
1	Metal Extracting and Refining	3·77	4·27	4·84	6·17	2·48	2·93
2	Metal Rolling .. ..	3·92	5·19	2·51	3·19	1·93 I 2·40 II	5·72 I 2·84 II
3	Metal Founding .. ..	2·65	3·85	2·68	2·96	2·09	2·40
4	Manufacture of Bolts, Nuts, etc.	—	—	2·68	2·68	2·11	2·52
5	Manufacture of Agricultural Implements .. ..	3·32	4·64	2·54	2·94	1·95	2·65
6	Manufacture of Machine Tools	4·47 I 3·36 II	5·83 I 5·65 II	5·30 I 2·90 II	6·28 I 2·87 II	2·66	3·26
7	Manufacture of Electrical Machinery and Appliances .. ..	4·06	7·17	3·92 I 3·54 II	5·27 I 4·97 II	3·19	4·48
8	Manufacture of Textile Machinery and Accessories .. ..	4·65	7·55	2·85	4·51	2·97	3·48
9	Ship Building and Repairing ..	—	—	4·32	6·11	3·62	4·60
10	Railway Workshops .. ..	4·21	6·86	3·58	5·77	2·89	4·19
11	Tramway Workshops .. ..	4·42 I 3·65 II	4·81 I 4·13 II	4·42 I 3·70 II	4·81 I 4·14 II	3·34	3·00
12	Manufacture and Repairs of Motor Vehicles .. ..	5·07 I 3·78 II	6·75 I 4·95 II	3·37 I 2·81 II	4·71 I 3·44 II	2·56	3·34
13	Aircraft Building and Repairing	4·02 I 2·85 II	6·20 I 3·23 II	3·56 I 2·86 II	4·68 I 3·24 II	—	—
14	Bicycle Manufacturing and Repairing	3·39 I 1·92 II	4·15 I 2·12 II	2·23	3·17	—	—

NOTE—I : Grade I

II : Grade II



STATEMENT 7.3—*concl'd.*AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE OCCUPATIONS  
IN THE ENGINEERING INDUSTRIES—*concl'd.*

(In Rupees)

Sl. No.	Industry	Helper		Mazdoor	
		Min.	Max.	Min.	Max.
		(27)	(28)	(29)	(30)
1	Metal Extracting and Refining ..	3.37	3.82	2.89	3.12
2	Metal Rolling .. ..	2.40	3.18	2.05	2.66
3	Metal Founding .. ..	3.06	4.02	2.34	3.20
4	Manufacture of Bolts, Nuts, etc.	2.09	2.48	2.14	3.09
5	Manufacture of Agricultural Imple- ments .. ..	2.08	2.62	1.63	2.30
6	Manufacture of Machine Tools	1.07	1.72	2.12	2.81
7	Manufacture of Electrical Machi- nery and Appliances .. ..	2.61	3.56	2.67	3.26
8	Manufacture of Textile Machinery and Accessories .. ..	2.73	4.26	3.11	3.59
9	Ship Building and Repairing ..	3.80	4.90	3.38	3.82
10	Railway Workshops .. ..	3.26	4.80	2.80	3.01
11	Tramway Workshops .. ..	—	—	3.41	3.74
12	Manufacture and Repairs of Motor Vehicles .. ..	2.17	2.57	2.97	3.35
13	Aircraft Building and Repairing	2.80	3.42	2.73	3.23
14	Bicycle Manufacturing and Repairing	1.98	2.64	3.88	4.48

NOTE— I : Grade I  
II : Grade II

## STATEMENT 7.4

AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE OCCUPATIONS  
IN THE PLANTATION INDUSTRIES

(In Rupees)

Serial No.	Occupation	Tea		Coffee		Rubber	
		Min.	Max.	Min.	Max.	Min.	Max.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Head Conductor .. ..	5.27	7.78	4.51	5.85	5.33	8.40
2	Assistant Conductor .. ..	3.58	6.81	2.80	3.70	2.80	7.28
3	Maistry .. ..	1.87	2.65	1.55	1.83	1.85	2.10
4	Labourer/Field Worker .. ..	1.45	1.59	1.24	1.24	1.53	1.53
5	Plucker/Tapper .. ..	1.21	3.55	—	—	1.65	3.21
6	Driver .. ..	3.78	4.52	2.86	3.15	—	—

## STATEMENT 7.5

AVERAGE DAILY WAGE RATES OF WORKERS IN COMPARABLE OCCUPATIONS  
IN THE MINING INDUSTRIES

(In Rupees)

Sl. No.	Occupations	Coal		Manganese		Mica		Iron Ore	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Mistry ..	3.17	3.19	3.32	4.95	2.05	2.27	4.22	4.98
2	Driller (Machine)	3.20	3.48	3.05	4.61	2.15	2.20	3.11	3.65
3	Driller (Hand)	—	—	1.36	2.32	1.45	1.46	1.41	2.11
4	Miner (Pick) ..	2.50	4.21	0.83	2.80	1.31*	1.36*	0.73	1.99
5	Dresser ..	3.12	3.20	1.16	1.59	—	—	—	—
6	Trammer (Surface) ..	3.09	3.54	1.68†	1.89†	—	—	1.64†	1.75†
7	Compressor Driver ..	3.19	3.50	2.47	3.40	2.96	3.08	2.69	3.27
8	Mazdoor (Gene- ral) ..	2.86	3.08	1.56	1.96	1.17	1.26	1.29	1.63
9	Blaster/Shot Firer ..	3.70	4.18	2.16	2.57	2.34	2.39	2.32	2.69

\*Dhari.

†Khalasi/Trolleyman.

**STATEMENT 7-6A**  
**DAILY EARNINGS OF *Mazdoors* IN VARIOUS INDUSTRIES**

(In Rupees)

Serial No.	Industry/Stratum							Average daily earnings per worker
(1)	(2)							(3)
	<b>A. FACTORY INDUSTRIES</b>							2.86
1	Cotton Textile .. .. .	..	..	..	..	..	..	3.52
	(a) Howrah and Calcutta .. .. .	..	..	..	..	..	..	2.32
	(b) Coimbatore .. .. .	..	..	..	..	..	..	3.41
	(c) Madurai and Ramanathapuram .. .. .	..	..	..	..	..	..	3.54
	(d) Bangalore .. .. .	..	..	..	..	..	..	2.15
	(e) Ahmedabad .. .. .	..	..	..	..	..	..	3.96
	(f) Bombay and Bombay Suburban .. .. .	..	..	..	..	..	..	4.45
	(g) Sholapur .. .. .	..	..	..	..	..	..	2.89
	(h) Nagpur .. .. .	..	..	..	..	..	..	3.26
	(i) Indore .. .. .	..	..	..	..	..	..	3.77
	(j) Kanpur .. .. .	..	..	..	..	..	..	3.72
	(k) Delhi .. .. .	..	..	..	..	..	..	3.41
	(l) Jaipur and Ajmer .. .. .	..	..	..	..	..	..	2.07
	(m) Residual .. .. .	..	..	..	..	..	..	2.68
2	Jute Textile .. .. .	..	..	..	..	..	..	2.84
	(a) West Bengal .. .. .	..	..	..	..	..	..	2.85
	(b) Residual .. .. .	..	..	..	..	..	..	2.62
3	Silk Textile .. .. .	..	..	..	..	..	..	3.33
	(a) Bombay and Bombay Suburban .. .. .	..	..	..	..	..	..	3.83
	(b) Amritsar .. .. .	..	..	..	..	..	..	1.82
	(c) Jammu and Kashmir .. .. .	..	..	..	..	..	..	2.42
	(d) Residual .. .. .	..	..	..	..	..	..	2.41
4	Woollen Textile .. .. .	..	..	..	..	..	..	2.88
	(a) Bombay and Bombay Suburban .. .. .	..	..	..	..	..	..	3.81
	(b) Amritsar .. .. .	..	..	..	..	..	..	1.59
	(c) Residual .. .. .	..	..	..	..	..	..	2.52
	<i>Textile Group</i> .. .. .	..	..	..	..	..	..	3.27
5	Metal Extracting and Refining .. .. .	..	..	..	..	..	..	3.38
6	Metal Rolling .. .. .	..	..	..	..	..	..	2.52
7	Metal Founding .. .. .	..	..	..	..	..	..	2.68
	(a) Howrah and 24 Parganas .. .. .	..	..	..	..	..	..	2.47
	(b) Residual .. .. .	..	..	..	..	..	..	3.13
8	Manufacture of Bolts, Nuts, etc. .. .. .	..	..	..	..	..	..	2.47
9	Manufacture of Agricultural Implements .. .. .	..	..	..	..	..	..	1.92
10	Manufacture of Machine Tools .. .. .	..	..	..	..	..	..	2.46
11	Manufacture of Electrical Machinery and Appliances .. .. .	..	..	..	..	..	..	3.32
12	Manufacture of Textile Machinery and Accessories .. .. .	..	..	..	..	..	..	3.62
13	Ship Building and Repairing .. .. .	..	..	..	..	..	..	4.27
14	Railway Workshops .. .. .	..	..	..	..	..	..	2.76
15	Tramway Workshops .. .. .	..	..	..	..	..	..	3.49
16	Manufacture and Repairs of Motor Vehicles .. .. .	..	..	..	..	..	..	3.20
17	Aircraft Building and Repairing .. .. .	..	..	..	..	..	..	3.32

STATEMENT 7·6A—*contd.*

(In Rupees)

(1)	(2)	(3)
18 Bicycles Manufacturing and Repairing	.. .. .	4·15
<i>Engineering Group</i>	.. .. .	2·92
19 Cement .. .. .	.. .. .	2·61
20 Paper and Paper Products .. .. .	.. .. .	3·70
21 Sugar .. .. .	.. .. .	2·00
(a) Bihar .. .. .	.. .. .	1·84
(b) U. P. .. .. .	.. .. .	1·90
(c) Residual .. .. .	.. .. .	2·28
22 Heavy and Fine Chemicals .. .. .	.. .. .	2·84
(a) Calcutta .. .. .	.. .. .	2·58
(b) Bombay and Bombay Suburban .. .. .	.. .. .	3·93
(c) Residual .. .. .	.. .. .	2·54
23 Printing Presses .. .. .	.. .. .	2·39
24 Match Factories .. .. .	.. .. .	4·10
25 Glass Factories .. .. .	.. .. .	2·18
(a) Calcutta and 24 Parganas .. .. .	.. .. .	1·64
(b) Ferozabad .. .. .	.. .. .	1·61
(c) Residual .. .. .	.. .. .	2·30
26 Petroleum Refineries .. .. .	.. .. .	6·81
27 Electric Light and Power Stations .. .. .	.. .. .	2·61
28 Soap Factories .. .. .	.. .. .	3·94
29 Hydrogenated Oil .. .. .	.. .. .	3·09
30 Tanneries .. .. .	.. .. .	2·13
31 Footwear Manufacturing .. .. .	.. .. .	3·42
32 Clothing Manufacturing .. .. .	.. .. .	2·55
33 Artificial Manures .. .. .	.. .. .	2·56
34 Cigarette Factories .. .. .	.. .. .	5·37
35 Bidi Factories .. .. .	.. .. .	1·39
36 Tobacco Curing Works .. .. .	.. .. .	2·09
(a) Guntur .. .. .	.. .. .	2·13
(b) Residual .. .. .	.. .. .	2·02
37 Cashewnut Factories .. .. .	.. .. .	1·85
(a) Kerala .. .. .	.. .. .	1·80
(b) Residual .. .. .	.. .. .	1·98
<i>Other Factory Industries</i> .. .. .	.. .. .	2·54
B. PLANTATIONS .. .. .	.. .. .	1·43
38 Tea Plantations .. .. .	.. .. .	1·56
(a) North East India .. .. .	.. .. .	1·51
(b) South India .. .. .	.. .. .	1·66
39 Coffee Plantations .. .. .	.. .. .	1·23
40 Rubber Plantations .. .. .	.. .. .	1·54
C. MINES .. .. .	.. .. .	2·65
41 Coal Mines .. .. .	.. .. .	3·07
42 Manganese Mines .. .. .	.. .. .	1·86
43 Mica Mines .. .. .	.. .. .	1·32
44 Iron Ore Mines .. .. .	.. .. .	1·92

**STATEMENT 7.7**  
**AVERAGE DAILY EARNINGS OF WORKERS IN CERTAIN COMPARABLE OCCUPATIONS IN THE TEXTILE INDUSTRIES**

Serial No.	Industry/Stratum	Jobber	Weaver (2 looms)		Twister/ Doubler	Winder	Reeler	Warper/ Beamer	Drawer	Dyer	Oilier	Meas-urer	Carp- enter	Spinner	Mazdoor	(In Rupees.)
			(1)	(2)												
Cotton Textile																
(a)	Howrah and Calcutta	..	6.47	4.67	3.48	3.45	2.81	4.67	5.02	3.64	3.89	3.80	4.44	4.29	3.52	3.52
(b)	Calcutta ..	..	4.35	2.93	2.71	2.50	2.36	3.69	2.74	4.06	2.45	—	3.30	3.05	2.32	2.32
(c)	Calcutta ..	..	5.96	3.75	3.61	3.69	3.39	3.58	3.46	3.55	3.94	—	3.60	3.78	3.41	3.41
(d)	Madurai and Ram-nathpuram ..	..	5.03	4.16	0.77*	3.65	3.56	0.59*	3.75	5.51	4.05	—	4.04	4.11	3.54	3.54
(e)	Bombay ..	..	3.29	2.92	0.94*	2.21	1.17	2.84	3.00	2.99	1.87	—	3.34	—	2.15	2.15
(f)	Calcutta ..	..	7.82	5.39	4.33	4.31	4.06	5.59	5.21	3.92	4.56	—	5.22	4.91	3.96	3.96
(g)	Bombay and Bombay Suburban ..	..	7.95	5.62	4.57	4.57	4.56	6.29	6.12	4.74	4.79	4.90	6.10	5.11	4.45	4.45
(h)	Calcutta ..	..	5.43	3.66	—	2.92	2.55	3.99	4.22	2.83	3.05	3.22	3.73	3.42	2.89	2.89
(i)	Calcutta ..	..	4.11	5.13	—	3.14	..	3.93	3.61	3.46	3.48	3.30	3.79	4.13	3.26	3.26
(j)	Calcutta ..	..	7.69	4.57	—	4.09	4.11	4.83	4.92	3.85	4.38	—	4.81	4.31	3.77	3.77
(k)	Calcutta ..	..	7.14	4.68	4.09	4.16	3.74	5.14	4.45	—	3.72	—	4.19	3.94	3.72	3.72
(l)	Calcutta ..	..	7.81	1.48	4.19	3.75	3.54	5.02	4.39	3.59	3.81	—	4.51	4.44	3.41	3.41
(m)	Calcutta ..	..	3.46	3.47	—	2.24	2.37	—	2.94	—	2.54	1.99	3.61	2.50	2.07	2.07
(n)	Calcutta ..	..	4.67	3.64	3.17	2.72	2.53	4.20	4.20	3.30	3.25	2.32	3.66	3.97	2.68	2.68
(o)	Calcutta ..	..	4.06	3.64	2.83	3.30	2.66	3.41	3.08	2.88	2.98	2.76	4.47	2.93	2.84	2.84
(p)	Calcutta ..	..	4.09	3.66	2.89	3.33	2.66	3.42	3.08	2.88	2.98	2.71	4.55	2.93	2.85	2.85
(q)	Calcutta ..	..	3.70	3.20	2.93	2.70	2.64	3.20	3.09	—	2.95	3.04	3.18	2.89	2.62	2.62
(r)	Calcutta ..	..	5.93	4.59	2.16	2.24	1.53	3.86	4.04	2.43	3.47	—	4.36	—	3.33	3.33
(s)	Bombay and Bombay Suburban ..	..	7.45	6.03	3.99	3.76	2.51	6.15	5.28	3.99	3.97	—	5.14	—	3.83	3.83
(t)	Calcutta ..	..	4.40	3.48	2.18	1.83	2.21	2.39	2.27	2.00	2.81	—	4.02	—	1.82	1.82
(u)	Calcutta ..	..	3.58	1.40	1.92	1.41	—	2.83	2.55	2.97	2.48	—	3.49	—	2.42	2.42
(v)	Calcutta ..	..	5.13	3.89	1.48	1.76	1.05	3.20	3.41	1.78	2.84	—	3.18	—	2.41	2.41
(w)	Calcutta ..	..	4.96	4.71	3.42	3.12	2.40	3.90	2.99	3.38	3.40	5.92	4.30	3.59	2.88	2.88
(x)	Bombay and Bombay Suburban ..	..	6.92	5.06	4.05	4.15	3.74	4.87	3.91	4.42	4.04	—	4.78	4.12	3.81	3.81
(y)	Bombay ..	..	4.34	3.82	1.67	1.63	1.12	3.08	1.79	—	—	—	3.33	2.30	1.59	1.59
(z)	Bombay ..	..	4.78	3.02	2.85	2.85	2.12	3.89	3.41	3.17	2.61	5.92	4.22	3.24	2.52	2.52

\*These earnings are less as compared to the industrial occupations in other industries strata because of their occurrence in a few small-size establishments only.

**STATEMENT 7-8**  
**AVERAGE DAILY EARNINGS OF WORKERS IN CERTAIN COMPARABLE OCCUPATIONS IN ENGINEERING INDUSTRIES**

Serial No.	Industry	Supervisor/ Master/ Charge-man	Electrician	Carpenter	Blacksmith	Mason	Moulder	Welder
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Metal Extracting and Refining ..	9-61	11-22	7-83	7-97	8-53	(I) 3-66 (II) 3-01	10-30
2	Metal Rolling ..	7-09	(I) 5-45 (II) 3-78	5-26	(I) 4-55 (II) 3-45	4-85	3-48	(I) 7-05 (II) 3-65
3	Metal Founding ..	7-47	(I) 6-47 (II) 4-25	(I) 4-04 (II) 3-27	3-51	3-90	(I) 5-04 (II) 3-75	(I) 4-98 (II) 3-85
4	Manufacture of Bolts, Nuts, etc. ..	4-64	4-29	6-02	3-46	3-70	(I) 4-04 (II) 3-54	—
5	Manufacture of Agricultural Imple- ments ..	6-25	3-63	3-80	3-38	3-02	3-37	4-19
6	Manufacture of Machine Tools ..	11-55	(I) 6-77 (II) 3-99	(I) 4-55 (II) 4-68	4-69	(I) 5-36 (II) 4-20	(I) 5-27 (II) 3-87	(I) 6-42 (II) 4-50
7	Manufacture of Electrical Machinery and Appliances ..	7-04	(I) 5-77 (II) 4-58	5-16	5-34	5-44	(I) 5-14 (II) 3-82	3-84
8	Manufacture of Textile Machinery and Accessories ..	8-94	6-81	4-25	4-10	6-22	(I) 5-72 (II) 3-52	4-79
9	Ship Building and Repairing ..	12-57	5-89	6-29	6-03	6-34	6-60	8-11
10	Railway Workshops ..	7-86	6-42	5-27	4-80	4-91	4-82	5-09
11	Tramway Workshops ..	(I) 6-41 (II) 4-94	(I) 5-52 (II) 4-00	(I) 4-77 (II) 3-63	(I) 4-10 (II) 3-36	3-78	(I) 4-07 (II) 3-53	(I) 3-76 (II) 3-47
12	Manufacture and Repairs of Motor Vehicles ..	7-26	(I) 5-56 (II) 3-95	4-05	(I) 4-14 (II) 3-07	4-46	4-21	(I) 4-64 (II) 2-96
13	Aircraft Building and Repairing ..	—	(I) 5-56 (II) 2-95	(I) 4-68 (II) 3-13	4-86	3-65	(I) 3-63 (II) 2-88	(I) 6-13 (II) 3-75
14	Bicycles Manufacturing and Re- pairing ..	4-75	3-31	6-00	(I) 3-61 (II) 3-50	3-01	—	(I) 4-59 (II) 2-61

I—Grade I.  
 II—Grade II.

STATEMENT 7-8—*could*.

Serial No.	Industry	Turner	Fitter/ Mechanic	Machinist	Painter	Hammerman	Helper	(In Rupees)	
								(14)	(16)
(1)	(2)	(10)	(11)	(12)	(13)	(14)	(15)	(14)	(16)
1	Metal Extracting and Refining	(I) 8-55 (II) 6-30 4-38	8-40	7-0	7-58	4-30	4-62	3-38	3-38
2	Metal Rolling	..	5-71	4-93	5-58	(I) 3-84 (II) 2-46 2-15	4-67	2-52	2-52
3	Metal Founding	(I) 4-54 (II) 3-54	(I) 4-32 (II) 3-59	3-58	3-42	2-25	3-38	2-68	2-68
4	Manufacture of Bolts, Nuts, etc.	(I) 4-87 (II) 3-61	(I) 4-39 (II) 3-85	—	2-92	2-25	2-35	2-47	2-47
5	Manufacture of Agricultural Imple- ments	(I) 3-29 (II) 2-55	(I) 3-29 (II) 2-62	3-75	2-68	2-21	2-48	1-92	1-92
6	Manufacture of Machine Tools	(I) 5-06 (II) 4-36 4-19	(I) 6-57 (II) 3-48	(I) 5-31 (II) 4-64 3-08	(I) 5-18 (II) 2-87 (I) 4-74 (II) 4-34	3-03	1-39	2-46	2-46
7	Manufacture of Electrical Machinery and Appliances	..	(I) 5-20 (II) 3-47	..	..	4-01	3-09	3-32	3-32
8	Manufacture of Textile Machinery and Accessories	(I) 5-04 (II) 3-84	(I) 5-04 (II) 4-52	5-64	3-76	3-16	3-17	3-62	3-62
9	Ship Building and Repairing	7-28	6-86	—	5-84	4-38	5-84	4-27	4-27
10	Railway Workshops	4-77	4-72	4-70	4-39	4-38	3-50	3-76	3-76
11	Tramway Workshops	(I) 4-14 (II) 3-49	(I) 4-07 (II) 3-65	(I) 4-08 (II) 3-53	(I) 4-11 (II) 3-48	3-06	3-06	—	3-49
12	Manufacture and Repairs of Motor Vehicles	(I) 4-50 (II) 3-30	(I) 3-79 (II) 3-02	(I) 5-73 (II) 4-37	(I) 3-89 (II) 3-09	2-81	2-13	3-20	3-20
13	Aircraft Building and Repairing	(I) 4-24 (II) 3-73	4-54	(I) 4-62 (II) 3-08	(I) 4-09 (II) 2-98	—	2-93	3-32	3-32
14	Bicycles Manufacturing and Re- pairing	5-43	3-56	(I) 3-40 (II) 1-72	2-55	—	1-95	4-15	4-15

I—Grade I  
II—Grade II

**STATEMENT 7-9**  
**AVERAGE DAILY EARNINGS OF WORKERS IN CERTAIN COMPARABLE**  
**OCCUPATIONS IN PLANTATION INDUSTRIES**

Serial No.	Occupation				(In Rupees)		
					Tea	Coffee	Rubber
(1)	(2)				(3)	(4)	(5)
1	Head Conductor	..	..	..	7.41	5.21	7.10
2	Assistant Conductor	..	..	..	6.05	3.32	5.48
3	Maistry	..	..	..	2.10	1.67	1.90
4	Labourer/Field Worker	..	..	..	1.56	1.23	1.54
5	Plucker/Tapper	..	..	..	1.64	—	1.95
6	Driver	..	..	..	4.40	2.71	—

**STATEMENT 7-10**  
**AVERAGE DAILY EARNINGS OF WORKERS IN CERTAIN COMPARABLE**  
**OCCUPATIONS IN THE MINING INDUSTRIES**

Serial No.	Occupation				(In Rupees)			
					Coal	Manganese	Mica	Iron Ore
(1)	(2)				(3)	(4)	(5)	(6)
1	Mistry	..	..	..	3.40	3.79	2.26	6.56
2	Driller (Machine)	..	..	..	3.56	3.72	2.28	4.90
3	Driller (Hand)	..	..	..	—	1.93	1.59	1.59
4	Miner (Pick)	..	..	..	3.63	1.72	1.45	1.47
5	Dresser	..	..	..	3.41	1.54	—	—
6	Trammer (Surface)	..	..	..	3.37	1.81	—	2.04
7	Compressor Driver	..	..	..	3.75	2.70	2.84	3.76
8	Mazdoor (General)	..	..	..	3.07	1.86	1.32	1.92
9	Blaster/Shot Firer	..	..	..	4.09	2.33	2.47	3.20



## CHAPTER VIII

### OVERTIME WORKING AND EARNINGS

Information relating to overtime working and overtime earnings was collected in a separate form during the Wage Survey with a view to obtaining information relating to the prevalence of the practice and the average earnings due to overtime working. The relevant provision relating to overtime in the Factories Act, 1948, states that "where a worker works in a factory for more than 48 hours in any week, he shall, in respect of overtime worked, be entitled to wages at the rate of twice his ordinary rate of wages..... For the purposes of this section, ordinary rate of wages means the basic wages plus such allowances including the cash equivalent of the advantages accruing through the concessional sale to workers of foodgrains and other articles, as the worker is for the time being entitled to, but does not include bonus". A similar provision exists in the Mines Act. Under the Plantations Labour Act, however, the overtime hours are those in excess of 54 hours a week in the case of adults and in excess of 48 hours a week in the case of adolescents and children.

#### 1. *Extent of Overtime Work*

1.01. During the Survey, data on the extent of overtime working and the resulting earnings in a month by departments were collected; information relating to the type and nature of overtime work done was also obtained. Details of the percentage of units in which overtime was worked, are given in Statement 8.1 and the percentage of workers actually doing overtime, average overtime hours and average hourly overtime earnings in the units working overtime are given in Statement 8.2 below:—

#### STATEMENT 8.1

#### ESTIMATED PERCENTAGE OF UNITS WORKING OVERTIME, WORKERS EMPLOYED THEREIN AND THOSE WHO ACTUALLY WORKED OVERTIME

Industry/Group	No. of units in the industry	Estimated No. of workers in the industry	Estimated percentage of workers who actually worked overtime in the industry	Estimated percentage of units working overtime	Estimated No. of workers employed in units working overtime
(1)	(2)	(3)	(4)	(5)	(6)
I. Factory Industries ..	11,815	24,53,300	6.2	13.1	10,18,100 (41.5)
(a) Textiles ..	2,482	12,27,000	1.7	11.0	5,27,600 (43.0)
(b) Engineering ..	2,652	4,72,700	15.2	17.1	2,99,200 (63.3)
(c) Others ..	6,681	7,53,600	7.2	12.4	1,87,600 (24.9)
II. Plantations ..	2,639	8,74,100	—*	0.2	4,000 (0.4)
III. Mines ..	2,091	5,05,000	6.8	33.3	3,44,400 (68.2)

\*Less than 0.05 per cent.

NOTE : Figures in brackets are percentages to total as given in Col. (3).

## STATEMENT 8-2

ESTIMATED PERCENTAGE OF WORKERS DOING OVERTIME WORK AND THEIR  
AVERAGE OVERTIME HOURS AND EARNINGS

Serial No.	Industry/Group	Estimated No. of workers employed in the units working overtime	Estimated percentage of workers who actually worked overtime to those employed in the units working overtime	Estimated average overtime hours per worker per month	Estimated average hourly overtime earnings of workers who worked overtime (Rs.)
(1)	(2)	(3)	(4)	(5)	(6)
I. Factory Industries	..	10,18,100	15.0	18.1	0.92
(a) Textiles	..	5,27,800	4.0	11.4	0.77
(b) Engineering	..	2,99,200	24.0	20.7	1.01
(c) Others	..	1,87,600	29.0	17.3	0.83
II. Plantations	..	4,000	0.2	8.0	1.56
III. Mines	..	3,44,400	10.0	12.2	0.58

1.02. The percentage of units which worked overtime was highest in the mining group of industries and it was negligible in the plantation industries. The proportion of workers who worked overtime (as a percentage of the workers employed in the units in which overtime work was done) as well as the average overtime hours worked (per worker per month) was, however, highest in the factory industries group. However, so far as average hourly earnings for overtime were concerned, the plantation industries stood first, with the factories group and mines group following in that order. Among the various sub-groups of the factory industries, the average overtime hours worked as well as the average hourly earnings were highest in the Engineering industries, with the "Other" factory industries coming next.

1.03. Details regarding individual industries are given in Statements 8.3 and 8.4 at the end of the Chapter. It will be seen from Statement 8.3 that no overtime work was done in any of the sampled units in Clothing Manufacture, *Bidi* Factories, Coffee and Rubber Plantations and in Mica Mines. In the other industries the percentage of units in which overtime was worked varied from 0.4 in Tea Plantations to 83.8 in the Cement industry. Only in Jute Textiles, Railway Workshops, Tramway Workshops, Cement, Petroleum Refineries and Coal Mines and Iron Ore Mines, 50 per cent or more of the units were found to be working overtime. Between 25 per cent and less than 50 per cent of the units worked overtime in Metal Extracting and Refining, Ship Building and Repairing, Aircraft Building, Bicycles, Paper and Paper Products, Electric Light and Power Stations, and Cigarette Factories. The proportion of such units was less than 10 per cent in quite a few industries, viz., Silk Textile, Manufacture of Bolts, Nuts and Screws, Agricultural Implements, Textile Machinery, Match Factories, Glass Factories, Soap Factories, Tanneries, Footwear Manufacture, Tobacco Curing Works, Cashewnut Factories and Tea Plantations.

1·04. Even in industries and units wherein overtime work was being done, it was generally resorted to mainly in engineering and some of the production departments. In the Cotton and Jute Textile industries, for instance, overtime work was done mostly for cleaning and overhauling and for the maintenance and repair of machinery. In the Engineering industries and certain other manufacturing industries, the reasons for resorting to overtime work, besides urgent repairs and maintenance of machinery, were pressure of work and the need to complete certain jobs within specified periods. Another factor responsible for overtime working in certain industries was the urgency of loading and unloading work connected with despatch/receipt of goods and raw materials, etc. In the plantations, in which the task system prevails and work is usually completed within the scheduled hours of work, no overtime work was reported except in a few Tea Plantations. In these Tea Estates it was the supervisory staff, connected with the weighing of the leaf, who worked overtime and not the general workers.

1·05. The percentage of workers, doing overtime, to the total number of workers employed in the industry was highest in the mining industries group and it was almost 'nil' in plantations. Among the individual industries, it was highest in Ship Building and Repairing, with Petroleum Refineries coming next.

1·06. Industry-wise statistics relating to percentage of workers doing overtime and their average overtime hours and earnings in the units working overtime are given in Statement 8·4. It is noticed that the percentage of workers doing overtime work in the units in which the practice obtained was quite large in a number of industries. In the factory industries, this percentage varied from less than one per cent in Tobacco Curing Works to 62 per cent in Ship Building and Repairing. In Tea Plantations less than one per cent of the workers did overtime work; and in Mines, it was 10 per cent. It amounted to 50 per cent or more only in four industries namely, Ship Building and Repairing, Petroleum Refineries, Paper and Paper Products and Printing Presses; it was less than 10 per cent in Cotton, Jute and Woollen Textiles, Match Factories, Soap Factories, Tanneries, Footwear Manufacture, Tobacco Curing Works and Cashewnut Factories. In a number of industries like Metal Extracting and Refining, Metal Founding, Agricultural Implements, Electrical Machinery, Motor Vehicles, Aircraft Building, Bicycles, Cement, Paper, Heavy and Fine Chemicals, Printing Presses, Glass Factories, Electric Light and Power, Hydrogenated Oil Factories, Artificial manures and Cigarette Factories, the percentage of workers who did overtime was from 25 to 50 of the total number employed in those units. The average overtime hours worked by those who were engaged on overtime work, ranged from 4·0 (per month) in Tobacco Curing Works to 49·8 in Cashewnut Factories. In a few industries, *viz.*, Match Factories, Tanneries and Tobacco Curing Works, the average hours of overtime work were less than 5 per worker per month; in Jute Textile, Woollen Textile, Metal Rolling, Metal Founding, Electrical Machinery and Appliances, Railway Workshops, Bicycles Manufacture, Soap Factories, Hydrogenated Oil Factories, Footwear Manufacture and Cigarette Factories and in Tea Plantations and Manganese Mines, the average hours amounted to between 5 and 10 per worker per month. In the large number of industries it was between 10 and 20 hours; only in a few industries, *i.e.*, Metal Extracting and Refining, Manufacture of Bolts, Nuts and Screws, Agricultural Implements, Machine Tools, Paper and Paper Products, Printing Presses and Cashewnut Factories the average overtime hours amounted to more than 20 per worker per month.

## 2. Overtime Earnings

2·01. As regards the average hourly overtime earnings, it will be seen from column 6 of Statement 8·4 that it ranged from Re. 0·46 to Rs. 1·99 in the factory industries and from Re. 0·53 to Re. 0·78 in the mining industries. In the Tea Plantations (in which alone among the plantation industries, overtime working was reported), it amounted to Rs. 1·56\*. The average overtime earnings amounted to less than Re. 0·50 in Bolts, Nuts and Screws and Silk Textile; in these and a few more industries viz., Cotton Textile, Metal Extracting and Refining, Agricultural Implements, Machine Tools, Electrical Machinery, Heavy and Fine Chemicals, Printing Presses, Glass Factories, Tanneries, Tobacco Curing Works and Cashewnut Factories and in Manganese Mines and Iron Ore Mines the average hourly overtime earnings came to less than Re. 0·75; it was Rs. 1·01 or more in a fair number of industries i.e., Aircraft Building and Repair; Ship Building, Artificial Manures, Soap Factories, Match Factories, Textile Machinery, Railway Workshops, Electric Light and Power Stations and in Tea Plantations.

### STATEMENT 8·3

ESTIMATED PERCENTAGE OF UNITS WORKING OVERTIME, WORKERS EMPLOYED THEREIN AND THOSE WHO ACTUALLY WORKED OVERTIME

Serial No.	Industry	No. of units in the Industry	Estimated No. of workers in the Industry	Estimated percentage of workers who actually worked overtime in the Industry	Estimated percentage of units working overtime	Estimated No. of workers employed in units working overtime
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	A. FACTORY INDUSTRIES ..	11,815	24,53,300	6·2	13·1	10,18,100 (41·5)
1	Cotton Textile .. ..	1,290	8,95,600	0·8	12·3	3,39,400 (37·9)
	(a) Howrah and Calcutta ..	31	14,600	3·5	12·9	4,700 (32·0)
	(b) Coimbatore .. ..	47	40,600	0·2	13·8	3,300 (8·2)
	(c) Madurai and Ramnathpuzam.	71	46,100	—	—	— (—)
	(d) Bangalore .. ..	35	7,200	—	—	— (—)
	(e) Ahmedabad .. ..	77	1,09,900	0·8	70·4	92,600 (84·3)
	(f) Bombay and Bombay Suburban.	85	1,80,700	0·2	37·6	1,11,300 (61·6)
	(g) Sholapur .. ..	136	18,200	0·9	3·3	17,000 (93·6)

\*The reason for the high average hourly overtime earnings was that it was the Supervisory Staff in a few tea estates who worked overtime, and not the general workers.

STATEMENT 8·3—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	(h) Nagpur .. ..	7	12,300	3·0	100·0	12,300 (100·0)
	(i) Indore .. ..	6	18,100	3·0	100·0	18,100 (100·0)
	(j) Kanpur .. ..	15	51,100	—	—	— (—)
	(k) Delhi .. ..	9	38,300	1·6	33·3	12,100 (31·6)
	(l) Jaipur and Ajmer .. ..	5	5,700	1·3	50·0	3,700 (65·0)
	(m) Residual .. ..	766	3,52,800	0·9	5·2	63,900 (18·1)
2	Jute Textile .. ..	112	2,51,700	3·9	58·7	1,63,600 (65·0)
	(a) West Bengal .. ..	101	2,35,400	4·0	61·5	1,56,300 (66·4)
	(b) Residual .. ..	11	16,300	0·4	33·3	7,300 (44·5)
3	Silk Textile .. ..	994	61,100	2·7	3·8	10,300 (16·8)
	(a) Bombay and Bombay Suburban .. ..	160	24,100	1·2	2·4	2,200 (9·1)
	(b) Amritsar .. ..	150	5,100	11·8	5·4	2,400 (47·0)
	(c) Jammu and Kashmir .. ..	14	1,500	10·2	28·6	1,100 (73·1)
	(d) Residual .. ..	670	30,400	1·4	3·2	4,600 (15·0)
4	Woollen Textile .. ..	86	18,600	2·3	14·4	14,500 (76·7)
	(a) Bombay and Bombay Suburban .. ..	8	5,000	3·3	50·0	4,200 (83·2)
	(b) Amritsar .. ..	31	700	1·0	5·8	— (3·5)
	(c) Residual .. ..	47	12,900	0·8	14·0	10,300 (79·6)
	Textile Group .. ..	2,482	12,27,000	1·7	11·0	5,27,600 (43·0)
5	Metal Extracting and Refining .. ..	30	59,200	41·2	26·7	58,000 (98·0)
6	Metal Rolling .. ..	212	25,600	9·8	23·3	13,900 (54·3)
7	Metal Founding .. ..	320	24,900	5·5	14·5	4,500 (17·9)
	(a) Howrah and 24 Parganas .. ..	101	15,200	3·9	14·4	1,600 (10·3)
	(b) Residual .. ..	219	9,700	8·0	14·5	2,900 (29·7)
8	Manufacture of Bolts, Nuts, etc. .. ..	125	4,200	2·1	7·7	600 (15·1)
9	Manufacture of Agricultural Implements .. ..	309	10,800	2·0	7·9	900 (8·1)
10	Manufacture of Machine Tools .. ..	134	9,200	6·9	11·9	4,900 (53·3)
11	Manufacture of Electrical Machinery and Appliances .. ..	282	46,100	12·2	12·2	22,500 (48·9)
12	Manufacture of Textile Machinery and Accessories .. ..	128	12,600	7·5	9·4	8,600 (68·1)
13	Ship Building and Repairing .. ..	44	24,400	72·4	43·8	20,000 (84·5)

STATEMENT 8·3—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
14	Railway Workshops ..	114	1,80,900	7·7	55·5	1,27,000 (70·2)
15	Tramway Workshops ..	16	3,400	18·9	62·5	3,100 (90·6)
16	Manufacture and Repairs of Motor Vehicles.	886	46,300	8·3	16·0	14,700 (31·8)
17	Aircraft Building and Repair- ing.	23	15,200	23·8	26·1	14,500 (95·4)
18	Bicycle Manufacturing and Repairing.	29	9,900	14·9	41·4	5,700 (57·4)
	<i>Engineering Group</i> ..	2,652	4,72,700	15·2	17·1	2,99,200 (63·5)
19	Cement .. ..	26	19,200	31·1	83·8	15,700 (82·0)
20	Paper and Paper Products ..	149	29,400	32·8	27·7	19,300 (65·7)
21	Sugar .. ..	232	1,11,100	3·4	17·1	25,100 (22·6)
	(a) Bihar .. ..	34	18,200	2·1	25·0	4,200 (22·9)
	(b) U. P. .. ..	143	60,000	0·4	2·7	3,000 (5·1)
	(c) Residual .. ..	55	32,900	9·2	49·6	17,900 (54·3)
22	Heavy and Fine Chemicals	260	29,200	11·9	16·3	13,900 (47·6)
	(a) Calcutta .. ..	41	5,600	9·7	14·6	1,700 (30·4)
	(b) Bombay and Bombay Suburban.	75	5,800	—*	2·7	300 (4·7)
	(c) Residual .. ..	144	17,800	16·1	23·9	11,900 (67·0)
23	Printing Presses .. ..	2,073	76,000	15·2	15·3	23,100 (30·4)
24	Match Factories .. ..	152	33,700	0·5	2·7	1,200 (12·4)
25	Glass Factories .. ..	230	41,300	7·1	7·7	7,300 (17·8)
	(a) Calcutta and 24 Parganas	20	5,600	2·6	10·9	500 (8·7)
	(b) Ferozabad .. ..	110	7,700	—	—	— (—)
	(c) Residual .. ..	100	28,000	9·8	15·6	6,800 (24·1)
26	Petroleum Refineries ..	46	2,500	46·2	75·2	2,300 (90·5)
27	Electric Light and Power Sta- tions.	498	33,500	24·7	43·6	21,800 (65·1)
28	Soap Factories .. ..	100	7,800	0·7	5·7	5,300 (68·4)
29	Hydrogenated Oil .. ..	53	6,500	13·5	21·6	3,100 (48·2)

\*Less than 0·05 per cent.

NOTE : Figures in brackets are percentages to total as given in Col. 4.

STATEMENT 8·3—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)
30	Tanneries .. ..	425	20,100	1·4	6·7	3,100 (15·4)
31	Footwear Manufacturing ..	72	11,500	2·9	8·3	4,100 (35·7)
32	Clothing Manufacturing ..	85	4,000	—	—	— (—)
33	Artificial Manures ..	66	16,500	30·6	20·3	12,600 (76·6)
34	Cigarette Factories ..	17	12,000	20·3	25·9	9,000 (75·2)
35	<i>Bidi</i> Factories .. ..	1,623	1,10,100	—	—	— (—)
36	Tobacco Curing Works ..	391	98,900	—*	2·1	14,700 (14·9)
	(a) Guntur .. ..	296	73,500	—*	0·7	9,800 (13·4)
	(b) Residual .. ..	95	25,400	—*	6·5	4,900 (19·4)
37	Cashewnut Factories ..	183	90,600	0·1	6·4	3,400 (3·7)
	(a) Kerala .. ..	142	81,100	0·1	3·8	3,200 (3·9)
	(b) Residual .. ..	41	9,500	0·1	15·7	200 (2·5)
	<i>Other Factory Industries</i> ..	6,681	7,53,600	7·2	12·4	1,87,600 (24·9)
	B. PLANTATIONS ..	2,639	8,74,100	—*	0·2	4,000 (0·5)
38	Tea Plantations .. ..	1,436	7,66,500	—*	0·4	4,000 (0·5)
	(a) North-East India ..	1,219	6,46,200	—	—	— (—)
	(b) South India .. ..	217	1,20,300	—*	2·8	4,000 (3·3)
39	Coffee Plantations ..	1,097	95,700	—	—	— (—)
40	Rubber Plantations ..	106	11,900	—	—	— (—)
	C. MINES .. ..	2,091	5,05,000	6·8	33·3	3,44,400 (68·2)
41	Coal Mines .. ..	828	3,52,800	5·3	57·6	2,68,800 (76·2)
42	Manganese Mines ..	739	89,800	4·4	20·4	39,900 (44·4)
43	Mica Mines .. ..	400	22,700	—	—	— (—)
44	Iron Ore Mines .. ..	124	39,700	9·8	54·5	35,500 (89·4)

\*Less than 0·05 per cent.

NOTE—Figures in brackets are percentages to total as given in Col. 4.

## STATEMENT 8·4

ESTIMATED PERCENTAGE OF WORKERS DOING OVERTIME WORK AND THEIR  
AVERAGE OVERTIME HOURS AND EARNINGS

Serial No.	Industry	Estimated No. of workers employed in the units working overtime	Estimated percentage of workers who actually worked overtime to those employed in the units working overtime	Estimated average overtime hours (per worker per month)	Estimated average hourly overtime earnings of workers who worked overtime (In Rs.)
(1)	(2)	(3)	(4)	(5)	(6)
	<b>A. FACTORY INDUSTRIES</b>	10,18,100	15·0	18·1	0·92
1	Cotton Textile .. ..	3,39,400	2·0	12·7	0·69
	(a) Howrah and Calcutta .. ..	4,700	11·0	5·2	0·75
	(b) Coimbatore .. ..	3,300	2·0	8·4	0·67
	(c) Madurai and Ramnathpuram .. ..	—	—	—	—
	(d) Bangalore .. ..	—	—	—	—
	(e) Ahmedabad .. ..	92,600	1·0	9·2	1·46
	(f) Bombay and Bombay Suburban .. ..	1,11,300	0·4	5·6	1·23
	(g) Sholapur .. ..	17,000	1·0	7·8	0·88
	(h) Nagpur .. ..	12,300	3·0	44·2	0·46
	(i) Indore .. ..	18,100	3·0	5·3	0·92
	(j) Kanpur .. ..	—	—	—	—
	(k) Delhi .. ..	12,100	5·0	8·3	0·98
	(l) Jaipur and Ajmer .. ..	3,700	2·0	13·4	0·86
	(m) Residual .. ..	63,900	5·0	13·6	0·58
2	Jute Textile .. ..	1,63,600	6·0	9·7	0·92
	(a) West Bengal .. ..	1,56,300	6·0	10·1	0·92
	(b) Residual .. ..	7,300	1·0	5·9	1·25
3	Silk Textile .. ..	10,300	16·0	17·8	0·49
	(a) Bombay and Bombay Suburban .. ..	2,200	13·0	9·6	1·10
	(b) Amritsar .. ..	2,400	25·0	22·4	0·46
	(c) Jammu and Kashmir .. ..	1,100	14·0	5·5	0·56
	(d) Residual .. ..	4,600	9·0	29·8	0·75
4	Woollen Textile .. ..	14,500	3·0	8·3	0·79
	(a) Bombay and Bombay Suburban .. ..	4,200	4·0	30·0	0·69
	(b) Amritsar .. ..	—	29·0	27·3	0·36
	(c) Residual .. ..	10,300	1·0	4·5	1·00
	Textile Group .. ..	5,27,600	4·0	11·4	0·77
5	Metal Extracting and Refining .. ..	58,000	42·0	38·5	0·72
6	Metal Rolling .. ..	13,900	18·0	6·6	0·97
7	Metal Founding .. ..	4,500	31·0	9·9	0·78
	(a) Howrah and 24 Parganas .. ..	1,600	38·0	14·3	0·57
	(b) Residual .. ..	2,900	27·0	7·0	1·50
8	Manufacture of Bolts, Nuts, etc. .. ..	600	14·0	31·3	0·46
9	Manufacture of Agricultural Implements .. ..	900	25·0	35·5	0·50
10	Manufacture of Machine Tools .. ..	4,900	13·0	20·6	0·59
11	Manufacture of Electrical Machinery and Appliances .. ..	22,500	25·0	8·7	0·72
12	Manufacture of Textile Machinery and Accessories .. ..	8,600	11·0	11·1	1·14
13	Ship Building and Repairing .. ..	20,600	62·0	19·6	1·98
14	Railway Workshops .. ..	1,27,000	11·0	5·4	1·13



STATEMENT 8.4 —*contd.*

1)	(2)	(3)	(4)	(5)	(6)
15	Tramway Workshops .. ..	3,100	21.0	12.7	0.86
16	Manufacture and Repairs of Motor Vehicles .. ..	14,700	26.0	10.1	0.85
17	Aircraft Building and Repairing .. ..	14,500	25.0	15.7	1.99
18	Bicycle Manufacturing and Repairing .. ..	5,700	26.0	8.9	0.90
	<i>Engineering Group</i> .. ..	2,99,200	24.0	20.7	1.01
19	Cement .. ..	15,700	38.0	16.6	0.83
20	Paper and Paper Products .. ..	19,300	50.0	20.2	0.76
21	Sugar .. ..	25,100	15.0	14.4	0.81
	(a) Bihar .. ..	4,200	9.0	12.2	0.76
	(b) Uttar Pradesh .. ..	3,000	7.0	17.0	0.63
	(c) Residual .. ..	17,900	17.0	14.9	0.84
22	Heavy and Fine Chemicals .. ..	13,900	25.0	13.8	0.68
	(a) Calcutta .. ..	1,700	32.0	8.9	0.64
	(b) Bombay and Bombay Suburban .. ..	300	0.4	3.0	2.16
	(c) Residual .. ..	11,900	24.0	15.0	0.70
23	Printing Presses .. ..	23,100	50.0	20.3	0.68
24	Match Factories .. ..	4,200	4.0	4.3	1.17
25	Glass Factories .. ..	7,300	40.0	19.7	0.74
	(a) Calcutta and 24 Parganas .. ..	500	30.0	17.6	0.22
	(b) Ferozabad .. ..	—	—	—	—
	(c) Residual .. ..	6,800	40.0	19.6	0.79
26	Petroleum Refineries .. ..	2,300	51.0	19.9	0.79
27	Electric Light and Power Stations .. ..	21,800	38.0	14.7	1.02
28	Soap Factories .. ..	5,300	1.0	7.8	1.27
29	Hydrogenated Oil .. ..	3,100	28.0	7.9	0.80
30	Tanneries .. ..	3,100	9.0	4.6	0.56
31	Footwear Manufacturing .. ..	4,100	8.0	6.0	0.94
32	Clothing Manufacturing .. ..	—	—	—	—
33	Artificial Manures .. ..	12,600	40.0	19.9	1.31
34	Cigarette Factories .. ..	9,000	27.0	8.7	0.88
35	Bidi Factories .. ..	—	—	—	—
36	Tobacco Curing Works .. ..	14,700	0.2	4.0	0.55
	(a) Guntur .. ..	9,800	0.2	2.7	0.89
	(b) Residual .. ..	4,900	0.2	5.8	0.32
37	Cashewnut Factories .. ..	3,400	3.1	49.8	0.54
	(a) Kerala .. ..	3,200	3.0	52.3	0.54
	(b) Residual .. ..	200	3.9	15.3	0.55
	<i>Other Factory Industries</i> .. ..	1,87,600	29.0	17.3	0.83
	B. PLANTATIONS .. ..	4,000	0.2	8.0	1.56
38	Tea Plantations .. ..	4,000	0.2	8.0	1.56
	(a) North-East India .. ..	—	—	—	—
	(b) South India .. ..	4,000	0.2	8.0	1.56
39	Coffee Plantations .. ..	—	—	—	—
40	Rubber Plantations .. ..	—	—	—	—
	C. MINES .. ..	3,44,400	10.0	12.2	0.58
41	Coal Mines .. ..	2,68,800	7.0	12.1	0.78
42	Manganese Mines .. ..	39,900	10.0	7.7	0.62
43	Mica Mines .. ..	—	—	—	—
44	Iron Ore Mines .. ..	35,500	11.0	12.7	0.53

## CHAPTER IX

### INCENTIVE BONUS SCHEMES

0·01. A Wage Survey would be rather incomplete without some information on the wage incentive systems obtaining in the country having regard to the importance of such systems as a means of increasing production and productivity in the context of modern production techniques and organisation involving, as they do, efficient use of manpower and equipment. A properly planned and executed incentive system, it would appear, is the most satisfactory method for recognising and rewarding individual differences in the performance of workers engaged in the same operation, and acts as a stimulus for attaining skill and keeping the individual satisfied. Thus, the essential aim of all wage incentive schemes is to encourage workers to augment productivity by broadly establishing a direct relationship between output and earnings. In fact, all incentive schemes seek to reward performance over and above a specified quantum or norm of work. It has, however, to be remembered that the introduction and successful working of incentive bonus systems depend largely on the type of industry, the production processes used, the type of machinery installed, the willing co-operation of the workers and the level of workers' education and understanding.

0·02. It is difficult to classify the different incentive schemes. In their Report entitled "Payment by Results", the I.L.O. have classified the short-term wage incentive schemes into four main groups according as the workers' earnings vary (a) in the same proportion as output, (b) proportionally less than output, (c) proportionally more than output, and (d) in proportions which differ at different levels of output. During the present Wage Survey, some information was collected on incentive/production bonus paid to workers, on an individual or group basis, after a certain specified norm of production had been achieved. Details regarding the departments or plants to which the incentive systems related, the number and categories of workers covered under these systems, production norms prescribed, the rates of bonus payable for production above the norms, and the earnings accruing to workers on account of such schemes, were obtained. No attempt could, however, be made to classify the incentive schemes according to the I.L.O. classification indicated above.

#### 1. *Extent and Coverage of Incentive Schemes*

1·01. The following statement gives the total number of units in the factory industries, plantations and mines and the percentage of units having incentive bonus schemes:—

**STATEMENT 9·1**  
**PROPORTION OF UNITS HAVING INCENTIVE BONUS SCHEMES**

Serial No.	Industry	Total No. of units in the industry	Percentage of units having incentive bonus schemes in the industry
(1)	(2)	(3)	(4)
I	Factory Industries	11,815	4·7
	(a) Textiles ..	2,482	6·1
	(b) Engineering ..	2,652	4·3
	(c) Others ..	6,681	3·7
II	Plantations ..	2,639	31·1
III	Mines ..	2,091	6·4

1.02. The statement shows that the number of units in which prevalence of incentive systems was reported during the Wage Survey was small in the factory industries and the mines groups and amounted to only 4.7 and 6.4 per cent respectively. In the case of plantations, however, the corresponding percentage was quite high, namely, 31.1. As among the factory industries, the percentage of units having incentive bonus schemes was the highest in the textiles group (6.1).

1.03. The statement below gives the total number of workers in the different industry groups and the percentage of workers covered by the schemes to the total employed in the industry.

### STATEMENT 9.2

#### TOTAL NUMBER OF WORKERS IN THE DIFFERENT INDUSTRY GROUPS AND PROPORTION COVERED UNDER INCENTIVE SCHEMES

Serial No.	Industry				Total number of workers in the industry	Percentage of workers covered by the schemes to total employed in the Industry
(1)	(2)				(3)	(4)
I	Factory Industries	..	..	..	24,53,300	8.5
	(a) Textiles ..	..	..	..	12,27,000	5.1
	(b) Engineering	..	..	..	4,72,700	19.9
	(c) Others ..	..	..	..	7,53,600	5.5
II	Plantations	..	..	..	8,74,100	15.5
III	Mines ..	..	..	..	5,05,000	1.3

1.04. The percentage of workers covered by the incentive bonus schemes to total number employed in the industry was as follows: While in the plantations, the percentage was 15.5, the corresponding figure for factory industries was 8.5 and that for mines group as small as 1.3 only. As among the factory industries, while the figure for the engineering group was as high as 19.9 that for textiles and others was 5.1 and 5.5 respectively.

1.05. Statement 9.3 gives the total number of workers employed in units having incentive bonus schemes, the percentage of workers covered by the schemes to the total employed in such units and the average daily earnings of workers covered by the schemes.

## STATEMENT 9.3

PROPORTION OF WORKERS COVERED IN UNITS HAVING INCENTIVE SCHEMES  
AND THEIR AVERAGE DAILY INCENTIVE EARNINGS

Serial No.	Industry	Total number of workers employed in units having incentive Bonus Schemes	Percentage of workers covered by the schemes to the total employed in the units having such schemes	Average daily incentive earnings of workers covered by the schemes (Rs.)
(1)	(2)	(3)	(4)	(5)
I	Factory Industries	5,96,200	34.8	0.74
	(a) Textiles	2,61,400	24.1	0.14
	(b) Engineering	1,65,400	56.8	1.32
	(c) Others	1,40,900	29.5	0.90
II	Plantations	1,97,500	68.6	0.26
III	Mines ..	44,400	14.4	0.21

1.06. It will be seen from the statement that while the percentage of workers covered by the incentive bonus schemes to the total number of workers employed in units having such schemes was as high as 68.6 in plantations, the corresponding figure for the mines group was as small as 14.4. The figure for factory industries was 34.8. As among factory industries, the engineering group held the pride of place, the figure being 56.8. The figures for textiles and others were 24.1 and 29.5 respectively.

1.07. There were considerable variations as regards average daily incentive earnings as among the different industries. While the figures for the mines group and plantations were only Re. 0.21 and Re. 0.26 respectively, that for factory industries was quite high it being Re. 0.74. Among factory industries, the average daily incentive earnings came to Rs. 1.32 for the workers in the engineering group and Re. 0.90 for those in "Others", while the figure for the textiles group was as low as Re. 0.14 only.

1.08. Fuller details regarding the different industries are given in statements 9.4, 9.5 and 9.6 at the end of this Chapter.

1.09. *Percentage of Units Having Incentive Bonus Schemes in Various Industries (Statement 9.4)*—As stated already, 31.1 per cent of the units in plantations were having incentive bonus schemes as against 4.7 per cent in factory industries and 6.4 per cent in the mines group; among factory industries, the corresponding figures for textiles, engineering group and 'Others' were 6.1, 4.3 and 3.7 respectively.

(a) *Textiles*—In the case of the different sub-groups of the Textile Group, the position was as follows. While the percentage of units having incentive bonus schemes was 17·4 in the Jute Textiles sub-group, the corresponding figure for Silk Textiles was only 2·2. The percentages for Cotton and Woollen Textiles were 8·1 and 6·8 respectively.

(b) *Engineering*—The position obtaining in the different sub-groups of the Engineering Industry was as follows. The percentage was 26·7 in the Metal Extracting and Refining sub-group followed by 17·4 in the Aircraft Building and Repairing and 13·6 in the Metal Rolling sub-groups. In the case of Manufacture of Motor Vehicles, Metal Founding, Manufacture of Agricultural Implements and Manufacture of Textile Machinery and Accessories sub-groups, the percentage ranged between roughly 2 and 3, while in none of the units in Tramway Workshops and Bicycle Manufacturing and Repairing the prevalence of incentive bonus scheme was reported. In the remainder, the percentage ranged between 4 and 8.

(c) *Other Factory Industries*—As regards the “Others” group of factory industries, while in none of the units in the Sugar, Petroleum Refineries, Electric Light and Power Stations, Footwear Manufacturing and Clothing Manufacturing sub-groups was any incentive bonus system reported, the percentage for Tobacco Curing Works was only 1·1. At the other end of the scale were Cigarette Factories, Cashewnut Factories and Cement sub-groups in that order, the percentages being 51·8, 33·5 and 25·2 respectively. The percentage for Glass Factories was 14·9 and in the remainder it ranged roughly between 3 and 7.

(d) *Plantations*—As for plantations, considerable variations regarding the percentage of units having incentive bonus schemes were noticed. While the percentage for Rubber Plantations was as high as 90·5 and that for Coffee Plantations 46·1, it was only 15·2 for Tea Plantations.

(e) *Mines*—In the case of mines group, while the percentage was as high as 45·5 in Iron Ore Mines, it was 5·6 in Coal Mines and 1·1 in Manganese Mines. No incentive bonus scheme was obtaining in the Mica Mines.

1·10. Considerable variations in the percentage of units having incentive bonus schemes were also noticed as among the different centres under the same sub-group. For instance, in the case of the Cotton Textile sub-group of the textile group while the percentages for Nagpur, Delhi and Coimbatore were 100, 67 and 62 respectively, in none of the units in Howrah and Calcutta, Bangalore, Bombay and Bombay Suburban, Sholapur, Indore, Kanpur and Jaipur and Ajmer was incentive bonus system reported. As regards the Silk Textile sub-group, while no incentive bonus system was reported for Amritsar, the percentage was 14·3 for Jammu and Kashmir and 5·1 for Bombay and Bombay Suburban. Similarly, in the case of Woollen Textiles while the figure for Bombay and Bombay Suburban was 50·0, no incentive bonus was reported for Amritsar. As regards Tea Plantations, while the percentage of units having incentive bonus schemes was 100 for South-India, no such scheme was obtaining in North-East India.

1·11. *Percentage of Workers Covered by the Incentive Schemes to Total Employed in the Industry (Statement 9·5)*—As stated already, the percentage

of workers covered by the incentive bonus schemes to total number employed in the industry was 8.5 in the case of factory industries, 15.5 in plantations and only 1.3 in the mines group. Details regarding the different groups and sub-groups are given in Statement 9.5.

(a) *Textiles*—In the different sub-groups of the textile group, while the percentage was 6.3 for Cotton Textiles, it was only 1.3 in Jute Textiles, 3.0 in Silk Textiles and 1.5 in Woollen Textiles.

(b) *Engineering*—As regards the different sub-groups of the Engineering group, the percentage varied widely. It was as high as 96.7 in the case of Metal Extracting and Refining, 43.5 for Metal Rolling and 40.4 for Aircraft Building and Repairing. It ranged between 14 and 17 in the case of Manufacture of Electrical Machinery and Appliances, Manufacture of Bolts and Nuts, etc., and Manufacture of Machine Tools sub-groups. It was as low as 0.6 in the Manufacture of Motor Vehicles, while it was nil in Tramway Workshops and Bicycle Manufacturing and Repairing sub-groups. In the remainder, the percentage ranged between roughly 2 and 5.

(c) *Other Factory Industries*—As for the other factory industries group, the position was as follows. The percentage of workers covered by the incentive bonus schemes to total number employed was nil in Sugar, Petroleum Refineries, Electric Light and Power Stations, Footwear Manufacturing and Clothing Manufacturing sub-groups. The percentage was as high as 57.7 for Cigarette Factories and 35.9 and 29.6 for Soap Manufacturing and Glass Factories respectively. It ranged between 10 and 16 in the case of Paper and Paper Products, Match Factories and Hydrogenated Oil Industry. It was as low as 0.4, 0.5, 1.5 and 2.2 in *Bidi* Factories, Cashewnut Factories, Printing Presses and Cement Factories respectively. In the remainder, it ranged roughly between 3 and 8.

(d) *Plantations*—In the case of plantations, wide variations were noticed. While the percentages for Coffee and Rubber Plantations were 60.1 and 47.8 respectively, it was only 9.2 for Tea Plantations.

(e) *Mines*—The percentage for mines ranged from 1.5 to 2.0 in the case of Coal, Manganese and Iron Ore Mines but it was nil for Mica Mines.

1.12. Wide variations were noticed even in the different centres under each sub-group. For instance, while the percentage of workers covered by the incentive bonus schemes in the Cotton Textile sub-group was nil in Howrah and Calcutta, Bangalore, Bombay and Bombay Suburban, Sholapur, Indore, Kanpur and Jaipur and Ajmer, the figures for Delhi, Coimbatore, Madurai and Ramnathpuram and Nagpur were 36.5, 23.5, 23.4, and 17.2 respectively. Similarly, in the case of Silk Textiles sub-group, while the percentage for Jammu and Kashmir was as high as 25.7, that for Bombay and Bombay Suburban was 2.1 and nil for Amritsar. In the case of Woollen Textiles, the percentage for Bombay and Bombay Suburban was 7.9 while that for Amritsar was nil. As regards Tea Plantations, while the figure for South India was 58.8 per cent that for North-East India was nil.

**1.13. Percentage of Workers Covered by the Incentive Bonus Schemes to the Total Employed in the Units having Such Schemes and the Average Daily Incentive Earnings of Workers covered by the Schemes (Statement 9.6)**—Details regarding the percentage of workers covered by the incentive schemes to the total employed in the units having such schemes and the average daily incentive earnings of workers covered by the schemes are given in Statement 9.6. It has already been stated that the percentage was as high as 68.6 for plantations, 34.8 for factory industries and only 14.4 for the mines group. The average daily incentive earnings of workers covered by such schemes came to Re. 0.74 in factory industries and only Re. 0.26 and Re. 0.21 in plantations and mines group respectively.

(a) *Textiles*—Among the textiles group, the percentage of workers covered by incentive bonus schemes to total employed in units having such schemes was the highest in the Silk Textiles (42.8) followed by Cotton Textiles (26.9). In the case of Jute and Woollen Textiles sub-groups, the percentages were 7.8 and 9.2 respectively.

(b) *Engineering*—As regards the engineering group, the percentage was as high as 100, 98.7 and 90.5 in the case of Ship Building and Repairing, Metal Extracting and Refining and Manufacture of Motor Vehicles sub-groups respectively, followed by Manufacture of Bolts, Nuts, etc., (88.2), Metal Rolling (71.4) and Manufacture of Electrical Machinery and Appliances (66.1) sub-groups. The corresponding percentages ranged between 41 and 49 in the case of Metal Founding, Manufacture of Machine Tools, Aircraft Building and Repairing and Manufacture of Agricultural Implements. The percentage was nil in the case of Tramway Workshops and Bicycles Manufacturing and Repairing. In the remainder, it ranged between 8 and 13.

(c) *Other Factory Industries*—As for other factory industries, the position was as follows. The percentage hovered around 80 in the case of Match and Glass Factories. It was 74.0 in the case of Tobacco Curing Works followed by 62.2 in the Hydrogenated Oil Industry and by 58.9 in Cigarette Factories. It was 41.7 and 47.8 in Tanneries and Paper and Paper Products respectively. The percentage was 31.4 in Heavy and Fine Chemicals. It was nil in the case of Sugar, Petroleum Refineries, Electric Light and Power Stations, Footwear Manufacturing and Clothing Manufacturing. In the remainder, it was below 10 except for Printing Presses the figure for which was 14.2.

## 2. Incentive Earnings

2.01. The average daily incentive earnings of workers covered by the schemes are indicated below.

(a) *Textiles*—Among the textiles group, while it was Re. 0.14 both for Cotton and Jute Textiles, it was Re. 0.15 in Woollen Textiles but Re. 0.36 in Silk Textiles.

(b) *Engineering*—In the Engineering Group it was relatively low in Ship Building and Repairing, Manufacture of Textile Machinery and Accessories and Manufacture of Motor Vehicles, the figures being Re. 0.21, Re. 0.27 and Re. 0.27 respectively. It ranged between Re. 0.36 and Re. 0.52 in Manufacture of Agricultural Implements, Aircraft Building and Repairing and

Railway Workshops; it was Re. 0·66 and Re. 0·84 in Manufacture of Bolts, Nuts, etc. and Manufacture of Machine Tools respectively. It was Rs. 1·25 and Rs. 1·32 in Metal Rolling and Manufacture of Electrical Machinery and Appliances respectively. The figures for Metal Extracting and Refining and Metal Founding were Rs. 1·57 and Rs. 1·64 respectively.

(c) *Other Factory Industries*—As regards other factory industries, the average daily incentive earnings varied widely. For instance, while it was Re. 0·16 in Heavy and Fine Chemicals, Re. 0·23 in Tobacco Curing Works, and Re. 0·39 in Cigarette Factories, it hovered around Re. 0·45 in Printing Presses, Tanneries and Cashewnut Factories. It was Re. 0·59 in both Glass Factories and Hydrogenated Oil Industry, and Re. 0·53 in *Bidi* industry. It was Re. 0·71 in Cement Industry, Re. 0·76 in factories engaged in manufacture of Soap and Re. 0·85 in Paper and Paper Products. In factories engaged in the manufacture of Artificial Manures, it amounted to Rs. 1·28.

(d) *Plantations*—In the case of plantations, the average daily incentive earnings moved between narrow limits in the different plantations. It was Re. 0·24 and Re. 0·21 in Coffee and Tea Plantations respectively and Re. 0·39 in Rubber Plantations.

(e) *Mines*—In the case of the mines group, the figures for Coal and Manganese Mines were Re. 0·26 and Re. 0·22 respectively but that for Iron Ore the incentive earnings were as low as Re. 0·09.

2·02. As in the case of proportion of workers covered, etc., considerable variations were noticed as regards the average daily incentive earnings as among the different centres in respect of the same sub-group of industry. For instance, while the average daily incentive earnings in Cotton Textiles came to Re. 0·29 in Nagpur, it was as low as Re. 0·06 in Ahmedabad. Similarly, in Silk Textiles while the figure for Jammu and Kashmir was Re. 0·49, that for Bombay and Bombay Suburban was Re. 0·26.

### 3. *Basis of Payment*

3·01. As regards the basis of payment of these bonuses, whether on an individual or group basis, the practice differed as among the units having incentive systems in different industries. Generally speaking, in textile industries and in the plantations and mines these incentive/efficiency bonuses were paid on an individual basis, while in the units of the engineering and most other industries, both bases were in vogue; workers in some departments were paid on an individual basis and in some others on a group basis. In the factories engaged in the manufacture of Soap, Artificial Manures and Cashew-nuts, the payment was made on a group basis.

### 4. *Occupations Covered*

4·01. Though management practice, customs and usage do exercise great influence, one of the major factors which is responsible for the variations in the number of units having, or proportion of workers covered by, incentive schemes is the nature of products and jobs. While in most of the units, in different industries, having incentive schemes only certain categories of workers in some of the departments or processes were covered, in a few units all categories of workers were in receipt of incentive bonus. The following paragraphs describe briefly the position in different industries.



(a) *Textiles*—As mentioned earlier only 5.1 per cent of workers in the Textiles group of factories were covered under incentive schemes. Of the 25 occupations for Cotton, Silk and Woollen Textiles industries and 28 for Jute Mills analysed, only 12, 4, 8 and 1 respectively reflected incentive earnings. Some of the categories of workers covered under incentive schemes were Jobbers, Weavers, Tenters, Winders, Reelers, Siders and Folders in Cotton Textile Factories, Folders and Weavers in Silk Factories, Mistries, Drawing Men, Piecers, Twisters and Winders in Woollen Mills. In Jute Mills only Sewing Machine Operators were found to be receiving incentive payment. Except in the case of Drawing Men and Winders, whose incentive earnings constituted 1.10 and 1.60 per cent respectively of their total earnings, the incentive earnings of workers in various occupations were less than one per cent of the total earnings. Usually they ranged between 0.15 and 0.40 per cent.

(b) *Engineering*—(i) Incentive schemes were most in vogue in the engineering group of industries and covered a large number of occupations. In the *Metal Extracting and Refining* Industry all the 25 major occupations studied for this report were covered under incentive schemes and in almost all the cases incentive earnings formed a fairly high proportion of the total earnings. The distribution of occupations according to the proportion of incentive earnings was as follows : (a) Less than 10 per cent: Tapper and Track Line Repairer; Reza or Mazdoor and Mate Tindal; (b) 10 but below 20 per cent : Blower, Switch Board Attendant, Instrument Mechanic, Doorman, Spoon Man, Mistry, Electrician, Mill Wright, Mason, Blacksmith, Fireman, Slag Remover, Rigger, Coupling Poster, Cinder Snapper, *Khalasi*, and Helper (General) and (c) 20 per cent or more : Keeper, Crane Driver, Turner I, and Owen Kopman. Of the above workers incentive earnings were the highest of Owen Kopman (23.33%) and lowest of Track Repairers (3.17%).

(ii) In *Metal Rolling* industry workers engaged in 23 out of 25 occupations studied were covered under incentive schemes. Their distribution according to the proportion of incentive earnings was as follows : (a) Less than 10 per cent : Fitter, Roughing/Finishing Catchers, Blacksmiths, Bar Cutters, Masons, Moulders, Furnace Men, and *Mazdoors*, (b) 10 but less than 20 per cent : Rollers/Roughers, Finishing Four Heaters, Shearers, Fireman, Pair Heater/Helper, *Khalasi*, and Bar Helpers; (c) 20 but less than 30 per cent : Helpers, Openers, Assorters, Beaters Off, Return Packers, Attenders and Assistant Fitters. The percentage of incentive earnings ranged from 0.29 in case of Moulders to 25.59 for Attenders.

(iii) Of the 19 occupations studied for this report 12 were found to be receiving incentive earnings in the *Metal Founding* industry. In seven occupations viz., Moulders and Core Makers Gr. II, Fitters Gr. I, Furnace-man, Turners Gr. I, Helpers, Fetlers, Grinders and *Mazdoors* incentive earnings formed less than 5 per cent of the total earnings. They ranged between 5 and 10 per cent in the case of Fitters Gr. II, Turners Gr. II, Foundry *Mazdoors* and Checkers. The highest was in the case of Machine Operators who earned 11.73 per cent of the total earnings in the shape of incentive pay.

(iv) In factories engaged in the Manufacture of *Bolts, Nuts, Springs*, etc., in 13 out of a total of 19 major occupations examined, workers were receiving incentive wages. The percentage which the incentive earnings formed to the total ranged from 0·85 (Drillers) to 9·78 (Machine Operator). In the case of Turners Gr. II, Fitters Gr. I, Shapers Gr. I, Inspectors, Packers, Drillers and *Mazdoors* the incentive earnings were less than 5 per cent of the total earnings but in the case of Turners Gr. I, Fitters Gr. II, Sorters, Machine Operators, Hand Cutters and Helpers the percentage ranged from 5 to 9·78.

(v) The proportion of principal occupations reflecting incentive earnings, among those which were analysed, was also fairly high in the *Machine Tools* industry. Of the 25 occupations analysed 16 reflected incentive earnings, which ranged from 0·26 per cent (Foremen) to 32·47 per cent (Chippers) of the total earnings. The distribution of these occupations according to the proportion of incentive earnings was as follows : (a) less than 5 per cent : Foremen, Fitters Gr. I and II, Turners Gr. II, Tool Grinders Gr. I and II and Bench Fitters Gr. I and II; (b) 5 but less than 10 per cent : *Mazdoors*, Machinists Gr. I and II, Moulder, and Core Makers Gr. I, Turners Gr. I and Packers; (c) 10 but less than 20 per cent : Moulder, and Core Makers Gr. II; and (d) 20 per cent or more: Chippers.

(vi) With the exception of 5 out of 25 occupations studied all reflected incentive earnings in the *Electrical Machinery and Appliances* industry. The proportion of incentive earnings to the total earnings was the highest in the case of Cutters being 23·12 per cent. In three occupations viz., Machine Operators, Helpers, and Assemblers, it ranged between 5 and 10 per cent and in the remaining i.e., Carpenters, Mistry, Machine Setter, Blacksmiths, Fitters Gr. I and II, Examiners Gr. II, Wiremen, Armature Winders Gr. II, Turners, Moulders Gr. II, Packers, Welders, Sweepers, Coil Winders and *Mazdoors* it was less than 5 per cent; the lowest being 0·17 per cent in the case of Machine Setters.

(vii) Judged from incentive earnings reflected in the case of 22 important occupations studied in the *Aircraft Building and Repairing* industry it would appear that incentive system was very much in vogue in this industry. Of the 18 occupations, in which incentive earnings featured, in two, namely Resistance Welding Portable Machine Operators and Sheet Metal Assemblers, they accounted for 9·70 and 8·61 per cent respectively of the total earnings. In the case of Sheet Metal Formers and Painters Gr. I they were nearly 7 per cent. In all other cases i.e., Group Leaders, Welders, Electricians, Engine Lathe Operators, Mechanics, Fitters, Milling or Drilling Machine Operators, Carpenters, Cleaners, etc., they were less than 5 per cent.

(viii) Incentive earnings featured in only 9 out of 24 occupations studied in *Ship Building and Repairing* industry, 8 out of 24 in *Railway Workshops*, 6 out of 25 in *Textile Machinery and Accessories*, and 5 out of 20 in Agricultural Implements industries. Usually Turners, Fitters, Furnace Men and Moulders were the occupations in which workers received incentive earnings. In all the cases such earnings were fairly low. They ranged from 0·12 per cent (Welders) to 1·34 per cent (Rivettters) of the total earnings in *Ship Building and Repairing*

industry, from 0·27 per cent (Hammermen) to 5·03 per cent (Molten Metal (Carriers) in *Railway Workshops*, from 0·22 per cent (Head Moulders Gr. II) to 2·01 per cent (Furnace Operators Gr. II) in Textile Machinery, and from 0·61 per cent (Fitters) to 1·49 per cent (Painters) in Agricultural Implements. No incentive earnings were reported in the occupations studied for this report in *Tramways* or *Motor Vehicles* industries. In *Bicycle* industry only Tool Setters were found to be receiving incentive earnings which formed nearly 16 per cent of their total earnings.

(c) *Other Factory Industries*—Among other factory industries the proportion of occupations (among those studied for this report) covered under incentive schemes was highest in *Glass, Soap, Matches, Cigarette* and *Paper*. In *Glass* factories workers in all the 24 occupations studied received incentive earnings which constituted 0·24 per cent (Asstt. Fitters) to 19·15 per cent (Silveringman) of the total earnings. Among occupations in which incentive earnings were more than 15 per cent are Blower Helpers, Operators, Machine Men Silveringman Top Machinist and Bubble Holders. In the case of Bottom Machinists, and Helpers they ranged between 10 and 15 per cent. In *Soap* industry workers in 23, out of 24 occupations studied, received incentive payments. Incentive earnings ranged from 1·73 per cent in the case of Driver/Tractor to 19·95 per cent in the case of Jones Machine Operators. Only in four occupations viz., Jones Machines Operators, Nailers and Strappers, Water Coolers and Hand Wrappers, they were more than 10 but less than 20 per cent. Eighteen occupations in *Match* factories reflected incentive earnings. Only Checkers (7·91%) and Operators Box Filling Machines (7·31%) earned less than 10 per cent of their total earnings as incentives and the rest earned more, the highest percentage being 16·88 in the case of Fitters. In *Cigarette* factories, with the exception of one out of 19 occupations studied, all received incentive payments. Among these Operators Gr. I., Sorters, Parcel Labellers and Boxers Off received 10 to 12 per cent of their earnings in the shape of incentive payments, Case Packers and Operators Gr. III received nearly 6 per cent and the rest between 0·86 and 3·20 per cent. In twenty-one out of 25 principal occupations examined for this report persons were found to be receiving incentive payments in *Paper and Paper Products* industry. The proportion which the incentive earnings formed ranged from 1·82 to 9·01 per cent. Some of the occupations in which incentive earnings were somewhat significant are Bamboo Feeders (9·01%), Ream Carrier (8·97%), Finisher (8·91%), Supervisors (6·26%), Lay Boy Man (4·47%), Asstt. Mistry (5·42%), Sweepers (5·88%), and Drier Men (6·65%). In *Tanneries* persons employed in 9 occupations such as Shaving, Rolling, Glazing and Buffing Machine Operators, Fitters, Hand Fleshers and Setters and Mistries received incentive earnings which ranged from 0·43 per cent (Hand Fleshers) to 3·52 per cent (Fitters) of the total earnings. In other industries workers employed in very few occupations were covered by incentive systems. Among those where none of the workers in important occupations studied were found to be receiving incentive payments are Sugar, Tobacco Curing, Footwear, Clothing, Petroleum Refineries and Electric Light and Power Stations.

(d) *Plantations*—Pluckers in Tea Estates in South India and Tappers in Rubber Plantations alone were found to be receiving incentive payments which constituted 15·13 and 10·77 per cent respectively of their total earnings,

(e) *Mines*—(i) From the occupations studied for this report it would appear that among mining industries incentive system was most in vogue in the *Iron Ore Mining* industry. Of the 25 major occupations analysed in respect of this industry as many as 13 were found to be receiving incentive payments. Except in the case of Tractor Showel Operators and Attendants, who received 2·48 and 1·65 per cent respectively of their total earnings in the shape of incentive payments, the rest received less than 0·6 per cent. Besides these two occupations, others which reflected incentive earnings are Mistries, Drivers, Machine Drillers, Compressor Drivers, Firemen, Shot Firers, Mates and Burra Weekly, etc.

(ii) *In Coal Mines* incentive earnings were reflected in the case of Asstt. Foremen, Blasters, Calip Men, On-Setters, Drillers, Surface Trammers, Haulage *Khalasis* and *Mazdoors*. The proportion, which the incentive earnings formed to the total earnings, ranged from 0·17 per cent in the case of Asstt. Foremen to 2·9 per cent in the case of On-Setters.

(iii) *In Manganese Mines* only Fitters were found to be receiving incentive payments which accounted for 0·93 per cent of their total earnings. None of the workers in Mica Mines were found to be covered by incentive payments.

#### STATEMENT 9·4

TOTAL NUMBER OF UNITS IN THE INDUSTRY AND THE PERCENTAGE OF UNITS HAVING INCENTIVE BONUS SCHEMES IN THE INDUSTRY

Serial No.	Industry				Total number of units in the industry	Percentage of units having incentive bonus schemes in the industry
(1)	(2)				(3)	(4)
A. FACTORY INDUSTRIES				.. .. .	11,815	4·7
1	Cotton Textile	..	..	..	1,290	8·1
	(a) Howrah and Calcutta	..	..	..	31	—
	(b) Coimbatore	..	..	..	47	61·7
	(c) Madurai and Ramnathpuram	..	..	..	71	12·7
	(d) Bangalore	..	..	..	35	—
	(e) Ahmedabad	..	..	..	77	8·1
	(f) Bombay and Bombay Suburban	..	..	..	85	—
	(g) Sholapur	..	..	..	136	—
	(h) Nagpur	..	..	..	7	100·0
	(i) Indore	..	..	..	6	—
	(j) Kanpur	..	..	..	15	—

STATEMENT 9·4—*contd.*

(1)	(2)	(3)	(4)
(k) Delhi .. .. .		9	66·7
(l) Jaipur and Ajmer .. .. .		5	—
(m) Residual .. .. .		766	6·2
2 Jute Textile .. .. .		112	17·4
(a) West Bengal .. .. .		101	15·6
(b) Residual .. .. .		11	33·3
3 Silk Textile .. .. .		994	2·2
(a) Bombay and Bombay Suburban .. .. .		160	5·1
(b) Amritsar .. .. .		150	—
(c) Jammu and Kashmir .. .. .		14	14·3
(d) Residual .. .. .		670	1·8
4 Woollen Textile .. .. .		86	6·8
(a) Bombay and Bombay Suburban .. .. .		8	50·0
(b) Amritsar .. .. .		31	—
(c) Residual .. .. .		47	3·9
<i>Textile Group</i> .. .. .		2,482	6·1
5 Metal Extracting and Refining .. .. .		30	26·7
6 Metal Rolling .. .. .		212	13·6
7 Metal Founding .. .. .		320	2·6
(a) Howrah and 24 Parganas .. .. .		101	6·1
(b) Residual .. .. .		219	0·9
8 Manufacture of Bolts, Nuts, etc. .. .. .		125	4·6
9 Manufacture of Agricultural Implements .. .. .		309	2·8
10 Manufacture of Machine Tools .. .. .		134	6·0
11 Manufacture of Electrical Machinery and Appliances .. .. .		282	4·3
12 Manufacture of Textile Machinery and Accessories .. .. .		128	3·1
13 Ship Building and Repairing .. .. .		44	4·4
14 Railway Workshops .. .. .		114	7·4
15 Tramway Workshops .. .. .		16	—
16 Manufacture and Repairs of Motor Vehicles .. .. .		886	1·7
17 Aircraft Building and Repairing .. .. .		23	17·4
18 Bicycles Manufacturing and Repairing .. .. .		29	—
<i>Engineering Group</i> .. .. .		2,652	4·3
19 Cement .. .. .		26	25·2
20 Paper and Paper Products .. .. .		149	4·2
21 Sugar .. .. .		232	—
(a) Bihar .. .. .		34	—
(b) U. P. .. .. .		143	—
(c) Residual .. .. .		55	—
22 Heavy and Fine Chemicals .. .. .		260	3·0
(a) Calcutta .. .. .		41	—
(b) Bombay and Bombay Suburban .. .. .		75	2·7
(c) Residual .. .. .		144	4·2

STATEMENT 9·4—*contd.*

(1)	(2)				(3)	(4)
23	Printing Presses	..	..	..	2,073	3·1
24	Match Factories	..	..	..	152	4·0
25	Glass Factories ..	..	..	..	230	14·9
	(a) Calcutta and 24 Parganas	..	..	..	20	10·0
	(b) Ferozabad	..	..	..	110	—
	(c) Residual ..	..	..	..	100	32·2
26	Petroleum Refineries	..	..	..	46	—
27	Electric Light and Power Stations	..	..	..	498	—
28	Soap Factories	..	..	..	100	5·7
29	Hydrogenated Oil	..	..	..	53	7·2
30	Tanneries ..	..	..	..	425	4·0
31	Footwear Manufacturing	..	..	..	72	—
32	Clothing Manufacturing	..	..	..	85	—
33	Artificial Manures	..	..	..	66	6·4
34	Cigarette Factories	..	..	..	17	51·8
35	Bidi Factories ..	..	..	..	1,623	0·9
36	Tobacco Curing Works	..	..	..	391	1·1
	(a) Guntur ..	..	..	..	296	—
	(b) Residual ..	..	..	..	95	4·3
37	Cashewnut Factories	..	..	..	183	33·5
	(a) Kerala ..	..	..	..	142	43·1
	(b) Residual ..	..	..	..	41	—
	<i>Other Factory Industries</i> ..	..	..	..	6,681	3·7
	B. PLANTATIONS	..	..	..	2,639	31·1
38	Tea Plantations	..	..	..	1,436	15·2
	(a) North-East India	..	..	..	1,219	—
	(b) South India	..	..	..	217	100·0
39	Coffee Plantations	..	..	..	1,097	46·1
40	Rubber Plantations	..	..	..	106	90·5
	C. MINES ..	..	..	..	2,091	6·4
41	Coal Mines ..	..	..	..	828	5·6
42	Manganese Mines	..	..	..	739	1·1
43	Mica Mines ..	..	..	..	400	—
44	Iron Ore Mines	..	..	..	124	45·5

## STATEMENT 9.5

TOTAL NUMBER OF WORKERS IN THE INDUSTRY AND THE PERCENTAGE OF  
WORKERS COVERED BY THE INCENTIVE BONUS SCHEMES TO THE TOTAL  
EMPLOYED IN THE INDUSTRY

Serial No.	Industry				Total number of workers in the industry	Percentage of workers covered under the schemes as to the total employed in the industry
(1)	(2)				(3)	(4)
	<b>A. FACTORY INDUSTRIES</b>				<b>24,53,300</b>	<b>8.5</b>
1	Cotton Textile ..	..	..	..	8,95,600	6.3
	(a) Howrah and Calcutta ..	..	..	..	14,600	—
	(b) Coimbatore ..	..	..	..	40,600	23.5
	(c) Madurai and Ramnathpuram ..	..	..	..	46,100	23.4
	(d) Bangalore ..	..	..	..	7,200	—
	(e) Ahmedabad ..	..	..	..	1,09,900	0.6
	(f) Bombay and Bombay Suburban ..	..	..	..	1,80,700	—
	(g) Sholapur ..	..	..	..	18,200	—
	(h) Nagpur ..	..	..	..	12,300	17.2
	(i) Indore ..	..	..	..	18,100	—
	(j) Kanpur ..	..	..	..	51,100	—
	(k) Delhi ..	..	..	..	38,300	36.5
	(l) Jaipur and Ajmer ..	..	..	..	5,700	—
	(m) Residual ..	..	..	..	3,52,800	5.7
2	Jute Textile ..	..	..	..	2,51,700	1.3
	(a) West Bengal ..	..	..	..	2,35,400	1.3
	(b) Residual ..	..	..	..	16,300	0.9
3	Silk Textile ..	..	..	..	61,100	3.0
	(a) Bombay and Bombay Suburban ..	..	..	..	24,100	2.1
	(b) Amritsar ..	..	..	..	5,100	—
	(c) Jammu and Kashmir ..	..	..	..	1,500	25.7
	(d) Residual ..	..	..	..	30,400	3.1
4	Woollen Textile ..	..	..	..	18,600	2.5
	(a) Bombay and Bombay Suburban ..	..	..	..	5,000	7.9
	(b) Amritsar ..	..	..	..	700	—
	(c) Residual ..	..	..	..	12,900	0.6
	Textile Group ..	..	..	..	12,27,000	5.1
5	Metal Extracting and Refining ..	..	..	..	59,200	96.7
6	Metal Rolling ..	..	..	..	25,600	43.5
7	Metal Founding ..	..	..	..	24,900	3.1
	(a) Howrah and 24 Parganas ..	..	..	..	15,200	4.8
	(b) Residual ..	..	..	..	9,700	0.4
8	Manufacture of Bolts, Nuts, etc. ..	..	..	..	4,200	14.7
9	Manufacture of Agricultural Implements ..	..	..	..	10,800	2.5
10	Manufacture of Machine Tools ..	..	..	..	9,200	16.5
11	Manufacture of Electrical Machinery and Appliances ..	..	..	..	46,100	15.3
12	Manufacture of Textile Machinery and Accessories ..	..	..	..	12,600	2.0
13	Ship Building and Repairing ..	..	..	..	24,400	4.8

STATEMENT 9·5—*contd.*

(1)	(2)	(3)	(4)
14	Railway Workshops .. .. .	1,80,900	4·1
15	Tramway Workshops .. .. .	3,400	—
16	Manufacture and Repairs of Motor Vehicles .. .. .	46,300	0·6
17	Aircraft Building and Repairing .. .. .	15,200	40·4
18	Bicycles Manufacturing and Repairing .. .. .	9,900	—
	<i>Engineering Group</i> .. .. .	4,72,700	19·9
19	Cement .. .. .	19,200	2·2
20	Paper and Paper Products .. .. .	29,400	10·6
21	Sugar .. .. .	1,11,100	—
	(a) Bihar .. .. .	18,200	—
	(b) U. P. .. .. .	60,000	—
	(c) Residual .. .. .	32,900	—
22	Heavy and Fine Chemicals .. .. .	29,200	7·7
	(a) Calcutta .. .. .	5,600	—
	(b) Bombay and Bombay Suburban .. .. .	5,800	1·5
	(c) Residual .. .. .	17,800	12·2
23	Printing Presses .. .. .	76,000	1·5
24	Match Factories .. .. .	33,700	12·4
25	Glass Factories .. .. .	41,300	29·6
	(a) Calcutta and 24 Parganas .. .. .	5,600	11·1
	(b) Ferozabad .. .. .	7,700	—
	(c) Residual .. .. .	28,000	41·4
26	Petroleum Refineries .. .. .	2,500	—
27	Electric Light and Power Stations .. .. .	33,500	—
28	Soap Factories .. .. .	7,800	35·9
29	Hydrogenated Oil .. .. .	6,500	15·5
30	Tanneries .. .. .	20,100	5·4
31	Footwear Manufacturing .. .. .	11,500	—
32	Clothing Manufacturing .. .. .	4,000	—
33	Artificial Manures .. .. .	16,500	3·6
34	Cigarette Factories .. .. .	12,000	57·7
35	<i>Bidi</i> Factories .. .. .	1,10,100	0·4
36	Tobacco Curing Works .. .. .	98,900	5·0
	(a) Guntur .. .. .	73,500	—
	(b) Residual .. .. .	25,400	19·5
37	Cashewnut Factories .. .. .	90,600	0·5
	(a) Kerala .. .. .	81,100	0·6
	(b) Residual .. .. .	9,500	—
	<i>Other Factory Industries</i> .. .. .	7,53,600	5·5
	B. PLANTATIONS .. .. .	8,74,100	15·5
38	Tea Plantations .. .. .	7,66,500	9·2
	(a) North-East India .. .. .	6,46,200	—
	(b) South India .. .. .	1,20,300	58·3
39	Coffee Plantations .. .. .	95,700	60·4
40	Rubber Plantations .. .. .	11,900	47·8
	C. MINES .. .. .	5,05,000	1·3
41	Coal Mines .. .. .	3,52,800	1·5
42	Manganese Mines .. .. .	89,800	1·5
43	Mica Mines .. .. .	22,700	—
44	Iron Ore Mines .. .. .	39,700	2·0



## STATEMENT 9-6

TOTAL NUMBER OF WORKERS EMPLOYED IN UNITS HAVING INCENTIVE BONUS SCHEMES, THE PERCENTAGE OF WORKERS COVERED BY THE SCHEMES TO THE TOTAL EMPLOYED IN SUCH UNITS AND THE AVERAGE DAILY INCENTIVE EARNINGS OF WORKERS COVERED BY THE SCHEMES

Serial No.	Industry	Estimated number of workers employed in units having incentive schemes	Percentage of workers covered under the schemes to the total employed in the unit having the schemes	Average daily incentive earnings of workers covered under the schemes (Rs.)
(1)	(2)	(3)	(4)	(5)
	A. FACTORY INDUSTRIES .. ..	5,96,200	34.8	0.74
1	Cotton Textile .. ..	2,10,500	26.9	0.14
	(a) Howrah and Calcutta .. ..	—	—	—
	(b) Coimbatore .. ..	32,600	28.5	0.14
	(c) Madurai and Ramnathpuram ..	42,500	25.4	0.13
	(d) Bangalore .. ..	—	—	—
	(e) Ahmedabad .. ..	11,900	5.4	0.06
	(f) Bombay and Bombay Suburban	—	—	—
	(g) Sholapur .. ..	—	—	—
	(h) Nagpur .. ..	12,300	17.2	0.29
	(i) Indore .. ..	—	—	—
	(j) Kanpur .. ..	—	—	—
	(k) Delhi .. ..	38,300	36.5	0.13
	(l) Jaipur and Ajmer .. ..	—	—	—
	(m) Residual .. ..	73,400	27.2	0.13
2	Jute Textile .. ..	42,300	7.8	0.14
	(a) West Bengal .. ..	37,200	8.5	0.14
	(b) Residual .. ..	5,000	2.8	0.19
3	Silk Textile .. ..	4,200	42.8	0.36
	(a) Bombay and Bombay Suburban	1,800	27.7	0.26
	(b) Amritsar .. ..	—	—	—
	(c) Jammu and Kashmir .. ..	900	41.6	0.49
	(d) Residual .. ..	1,500	61.0	0.36
4	Woollen Textile .. ..	5,100	9.2	0.15
	(a) Bombay and Bombay Suburban	4,200	9.5	0.15
	(b) Amritsar .. ..	—	—	—
	(c) Residual .. ..	1,000	8.2	0.17
	Textile Group .. ..	2,61,400	24.1	0.14
5	Metal Extracting and Refining ..	58,000	98.7	1.57
6	Metal Rolling .. ..	15,600	71.4	1.25
7	Metal Founding .. ..	1,800	41.2	1.64
	(a) Howrah and 24 Parganas ..	1,400	50.0	1.68
	(b) Residual .. ..	400	8.8	0.89
8	Manufacture of Bolts, Nuts, etc. ..	700	88.2	0.66
9	Manufacture of Agricultural Implements .. ..	600	48.7	0.36
10	Manufacture of Machine Tools ..	3,600	42.2	0.84
11	Manufacture of Electrical Machinery and Appliances .. ..	10,700	66.1	1.32

STATEMENT 9·6—*contd.*

(1)	(2)	(3)	(4)	(5)
12	Manufacture of Textile Machinery and Accessories .. ..	3,200	7·7	0·27
13	Ship Building and Repairing .. ..	1,200	100·0	0·21
14	Railway Workshops .. ..	56,600	13·0	0·52
15	Tramway Workshops .. ..	—	—	—
16	Manufacture and Repairs of Motor Vehicles .. ..	300	90·5	0·27
17	Aircraft Building and Repairing .. ..	13,000	47·1	0·43
18	Bicycles Manufacturing and Repairing <i>Engineering group</i> .. ..	1,65,400	56·8	1·32
19	Cement .. ..	7,000	6·0	0·71
20	Paper and Paper Products .. ..	6,500	47·8	0·85
21	Sugar .. ..	—	—	—
	(a) Bihar .. ..	—	—	—
	(b) U. P. .. ..	—	—	—
	(c) Residual .. ..	—	—	—
22	Heavy and Fine Chemicals .. ..	7,200	31·4	0·16
	(a) Calcutta .. ..	—	—	—
	(b) Bombay and Bombay Suburban .. ..	300	31·9	0·16
	(c) Residual .. ..	6,900	31·4	0·16
23	Printing Presses .. ..	8,200	14·2	0·44
24	Match Factories .. ..	5,100	81·5	4·35
25	Glass Factories .. ..	15,300	79·7	0·59
	(a) Calcutta and 24 Parganas .. ..	600	100·0	1·35
	(b) Ferozabad .. ..	—	—	—
	(c) Residual .. ..	14,700	78·8	0·55
26	Petroleum Refineries .. ..	—	—	—
27	Electric Light and Power Stations .. ..	—	—	—
28	Soap Factories .. ..	5,300	52·5	0·76
29	Hydrogenated Oil .. ..	1,600	62·2	0·59
30	Tanneries .. ..	2,600	41·7	0·43
31	Footwear Manufacturing .. ..	—	—	—
32	Clothing Manufacturing .. ..	—	—	—
33	Artificial Manures .. ..	11,200	5·4	1·28
34	Cigarette Factories .. ..	11,700	58·9	0·39
35	<i>Bidi</i> Factories .. ..	10,000	4·5	0·53
36	Tobacco Curing Works .. ..	6,700	74·0	0·23
	(a) Guntur .. ..	—	—	—
	(b) Residual .. ..	6,700	74·0	0·23
37	Cashewnut Factories .. ..	42,500	1·2	0·45
	(a) Kerala .. ..	42,500	1·2	0·45
	(b) Residual .. ..	—	—	—
	<i>Other Factory Industries</i> .. ..	1,40,900	29·5	0·90
	B. PLANTATIONS .. ..	1,97,500	68·6	0·26
38	Tea Plantations .. ..	1,20,300	58·3	0·21
	(a) North East India .. ..	—	—	—
	(b) South India .. ..	1,20,300	58·3	0·21
39	Coffee Plantations .. ..	65,800	87·8	0·24
40	Rubber Plantations .. ..	11,400	50·1	0·39
	C. MINES .. ..	44,400	14·4	0·21
41	Coal Mines .. ..	31,000	16·6	0·26
42	Manganese Mines .. ..	1,900	70·2	0·22
43	Mica Mines .. ..	—	—	—
44	Iron Ore Mines .. ..	11,200	7·0	0·09

## APPENDIX I

### A NOTE ON SAMPLE DESIGN AND SELECTION OF ESTABLISHMENTS

#### I. *Sample Design*

(a) *For Factory Industries*—For the Wage Survey it was decided to adopt the same sample design as was adopted by the Bureau for its Quarterly Earnings Index Scheme, so as to ensure the maximum co-ordination between the two schemes. In view of the fact that industry, region and size of establishments, as measured in terms of numbers employed, are correlated with the main character under study namely, level of wages and earnings, it was decided to adopt for the purposes of the Quarterly Earnings Index Scheme, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas; and the units in each stratum were divided into two size groups. The registered factories belonging to those industries in which regional stratification was found necessary were stratified, and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size groups—large factories and small factories, on the basis of an optimum cut-off point derived for each industry/regional stratum. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of overall employment within 5 per cent error at 95 per cent confidence interval, and the sample size would be minimum. Details of the optimum cut-off points for various industries/strata and the sampling fractions adopted for the two size groups are given in the attached Statement. The optimum cut-off point varied from industry to industry and between strata of an industry depending upon the number and the size of establishment. Further, the sample from the lower size groups, as obtained from the optimum cut-off point studies, varied widely from industry to industry, thus introducing an element of varying sampling fraction.

However, in view of the limited resources available for the Wage Survey and from considerations of practicability, etc., it was decided to take a sub-sample of 50 per cent from the upper size group and the same sampling fraction as derived from the optimum cut-off-point studies for the lower size group. In the case of those industries in which wage rates had been standardised, a sub-sample of 25 per cent was taken instead of 50 per cent in the upper size class. The total sample selected in respect of the factory industries thus came to 2,253. The frame on the basis of which the sample was selected, was the List of Registered Factories for the year 1955.

(b) *Plantations and Mining Industries*—It was decided to cover about 350 establishments in Plantations (viz., Tea, Coffee and Rubber) and an equal number of units in Mining Industries (viz., Coal, Manganese, Mica and Iron Ore). In view of this, and also because of the fact that wage rates in most of the industries were regulated under the Minimum Wages Act or under adjudication awards, it was not considered necessary to adopt a sampling procedure involving stratification by size groups and a different sampling procedure, namely, Probability Proportion to Size with replacement, was adopted. Regional stratification was

introduced only in the case of Tea Plantations where it was observed that conditions were markedly different in the North East and South India. The frame from which the sample was drawn was the Lists of Registered Plantations and Mines for the year 1956-57.

## 11. *Selection of Establishments—*

(a) *Factory Industries*—In view of the fact that level of wages varies not only from State to State but also from district to district within State, it was considered necessary to give due representation to every district while drawing the sample. With this object in view the primary sampling units, namely, registered factories within an industry/regional stratum, were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts form a continuous chain from one State to another. Having arranged the list of factories in the above manner, the factories above the optimum cut-off point were taken in the upper size class and the rest in the lower size class. From these size groups, the required number of factories were selected by systematic sampling with a random start.

(b) *Plantation Industries*—The list of the plantations, separately for Tea, Coffee and Rubber, were collected from the various State Authorities. It was found that employment figures for each of the estates were not available with most of the State Authorities and as such acreage figures, which were available, were utilised. This provided the frame for actual selection of the sample for the plantation industries. The prefixed sample size of 350 estates was distributed among the three plantation industries i.e., (Tea, Coffee and Rubber) approximately in proportion to acreage in each, subject, of course, to such adjustments which were necessary to ensure adequate sample size so as to yield reliable results. The sample for the Tea Plantations was further sub-divided into two regional strata, viz., North East and South India, in proportion to the acreage in each stratum. The estates within each industry/stratum were listed according to States in the first instance. On the basis of the acreage figures available for each estate, cumulative totals were obtained and with the help of Random Number Tables the required sample size was drawn with probability proportional to acreage and with replacement in each of the Strata.

(c) *Mining Industries*—The four mining industries surveyed under the Wage Census Scheme were Coal, Manganese, Iron Ore and Mica. An up-to-date list of mines for each of the above four categories, showing also the figures of employment for each, was collected from the office of Chief Inspector of Mines. These lists were treated as the frame for purposes of drawing actual sample for the mining industries. The prefixed sample size of 350 mines was distributed among the four strata, approximately in proportion to employment in each stratum, subject, of course, to such adjustments which were necessary to ensure adequate sample size so as to yield reliable results. The procedure for the selection of the units was the same as in the case of plantations.

It was also decided that sampled units found to be closed or which had changed their line of production or were inaccessible, should be substituted. The method adopted for substitution was to take the succeeding unit in the frame as the substitute for the one found to be closed. In the case of the lower size class, plantation and mines, a further provision was made that the unit to be taken as a substitute should be as far as possible, of the same size from the point of view of employment, and possibly from the same district.

**OPTIMUM CUT-OFF POINT AND SAMPLING FRACTION IN VARIOUS INDUSTRIES COVERED IN THE WAGE SURVEY**

Serial No.	Industry/Stratum	Optimum cut-off point	Sampling Fractions in percentages	
			Upper size	Lower size
(1)	(2)	(3)	(4)	(5)
A. FACTORY INDUSTRIES :				
1	Cotton Textile—			
	(a) Howrah and Calcutta .. .. .	400	25	28·6
	(b) Coimbatore .. .. .	500	25	38·8
	(c) Madurai and Ramnathpuram .. .. .	100	25	6·5
	(d) Bangalore .. .. .	75	25	5·6
	(e) Ahmedabad .. .. .	1500	25	46·9
	(f) Bombay and Bombay Suburban .. .. .	500	25	4·5
	(g) Sholapur .. .. .	100	25	1·6
	(h) Nagpur .. .. .	—	25	—
	(i) Indore .. .. .	—	25	—
	(j) Kanpur .. .. .	—	25	100
	(k) Delhi .. .. .	—	25	100
	(l) Jaipur and Ajmer .. .. .	—	25	—
	(m) Residual .. .. .	200	25	1·2
2	Jute Textile—			
	(a) West Bengal .. .. .	3000	25	40·8
	(b) Residual .. .. .	—	25	—
3	Silk Textile—			
	(a) Bombay and Bombay Suburban .. .. .	100	50	24·2
	(b) Amritsar .. .. .	50	50	24·1
	(c) Jammu and Kashmir .. .. .	50	50	16·7
	(d) Residual .. .. .	50	50	12·9
4	Woollen Textile—			
	(a) Bombay and Bombay Suburban .. .. .	—	50	50·0
	(b) Amritsar .. .. .	50	50	54·5
	(c) Residual .. .. .	100	50	24·0
5	Metal Extracting and Refining .. .. .	255	50	11·8
6	Metal Rolling .. .. .	70	50	6·9
7	Metal Founding—			
	(a) Howrah and 24 Parganas .. .. .	50	50	19·1
	(b) Residual .. .. .	40	50	21·3
8	Manufacture of Bolts, Nuts, etc. .. .. .	50	50	25·9
9	Agricultural Implements .. .. .	30	50	21·8
10	Machine Tools .. .. .	25	50	10·8
11	Electrical Machinery and Appliances .. .. .	75	50	6·9
12	Textile Machinery and Accessories .. .. .	40	50	18·0
13	Ship Building and Repairing .. .. .	100	50	5·0
14	Railway Workshops .. .. .	500	25	10·1
15	Tramway Workshops .. .. .	100	50	50·0
16	Manufacture and Repairs of Motor Vehicles .. .. .	50	50	6·5
17	Aircraft Building and Repairing .. .. .	100	50	10·0

(1)	(2)	(3)	(4)	(5)
18	Bicycle Manufacturing and Repairing .. ..	50	50	16.7
19	Cement .. ..	500	50	42.8
20	Paper and Paper Products .. ..	100	50	8.9
21	Sugar—			
	(a) Bihar .. ..	500	50	50.0
	(b) U. P. .. ..	300	50	13.9
	(c) Residual .. ..	300	50	33.3
22	Heavy and Fine Chemicals—			
	(a) Calcutta .. ..	100	50	32.3
	(b) Bombay and Bombay Suburban .. ..	30	50	14.3
	(c) Residual .. ..	50	50	9.2
23	Printing Presses .. ..	50	50	4.3
24	Match Factories .. ..	100	50	13.1
25	Glass Factories—			
	(a) Calcutta and 24 Parganas .. ..	100	50	42.8
	(b) Ferozabad .. ..	30	50	6.1
	(c) Residual .. ..	200	50	40.8
26	Petroleum Refineries .. ..	50	50	25.0
27	Electric Light and Power .. ..	50	50	9.8
28	Soap Factories .. ..	50	50	16.5
29	Hydrogenated Oil Factories .. ..	100	50	25.0
30	Tanneries .. ..	50	50	22.6
31	Foot-wear Manufacturing .. ..	60	50	7.0
32	Clothing Manufacturing .. ..	30	50	14.6
33	Artificial Manures .. ..	50	50	13.6
34	Cigarette Factories .. ..	50	50	9.1
35	Bidi Factories .. ..	100	50	13.6
36	Tobacco Curing Works—			
	(a) Guntur .. ..	120	50	18.0
	(b) Residual .. ..	80	50	8.6
37	Cashewnut Factories—			
	(a) Kerala .. ..	300	50	29.0
	(b) Residual .. ..	60	50	11.5
B. PLANTATIONS :				
38	Tea Plantations—			
	(a) North East India .. ..	} It was decided to cover 350 plantations in all. These were distributed over Tea, Coffee and Rubber on the basis of relative acreage under each type.		
	(b) South India .. ..			
39	Coffee Plantations .. ..			
40	Rubber Plantations .. ..			
C. MINES :				
41	Coal Mines .. ..	} It was decided to cover 350 mines in all. This number was distributed over Coal, Mica, Manganese and Iron Ore in relation to the relative number of mines in each category.		
42	Manganese Mines .. ..			
43	Mica Mines .. ..			
44	Iron Ore Mines .. ..			

## FORMS USED IN THE SURVEY

# COLLECTION OF DATA ON OCCUPATIONAL WAGE-RATES

Pay-period covered

[illegible]

# FORM B

## COLLECTION OF DATA ON PAY-ROLL EARNINGS OF SAMPLE WORKERS

Name and address of the Establishment .....  
 Industry Code .....  
 Location Code .....  
 Date(s) of Survey .....  
 Pay Period from ..... to .....  
 No. of working days in the pay period .....  
 Investigator .....  
 Supervisor .....

Occupation	Master, Serial or Ticket	No. of sampled worker	Man, Woman or Child (M, W or C)	Piece or Time (P or T)	Nature of employment (Permanent, Temporary, casual, apprentice, etc.)	Amount	Per unit of time or piece	Actual number of days for which the sampled worker was paid during the pay-period	Earnings during the pay period										Total
									Basic wages or consolidated wages	Dormitory allowance	Production or incentive bonus	Attendance bonus	Any other non-profit sharing bonus	Leave pay	Shift Allowance	Hours worked	Overtime	Amount	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)



# FORM C

# COLLECTION OF DATA ON OVERTIME WORKING

FORM C		COLLECTION OF DATA ON OVERTIME WORKING	
Name and address of the Establishment } Investigator Supervisor	Industry Code		
	Location Code		
	Date(s) of Survey		
	Overtime Working during the Calendar month of		
	No. of workers on the pay roll on the last working day of the reference month		

[illegible]

**FORM D**

# COLLECTION OF DATA ON PRODUCTION NORMS UNDER INCENTIVE BONUS SCHEMES

Name and Address of the Establishment .....	Industry Code.....
.....	Location Code.....
.....	Date(•) of Survey.....
.....	

Investigator .....

Supervisor .....

[illegible]

## APPENDIX III

### METHOD OF ESTIMATION ADOPTED FOR DERIVING ESTIMATES FOR THE OCCUPATIONS, OVER OCCUPATIONS AND OVER SIZE-GROUPS FOR VARIOUS CHARACTERS

In the light of the objective of the survey and the data collected, it was considered necessary that compilation and analysis of data should be done according to *occupations*. Thus, estimates have been derived separately in respect of (i) percentage of workers according to sex and age i.e., men, women and children, (ii) Percentage of workers according to method of payments, i.e., time-rated and piece-rated, (iii) Wage-rates i.e., minimum and maximum and (iv) Method of payment of dearness allowances (from the data as collected in Form A). and (i) Percentage of workers according to employment status, (ii) Percentage of workers according to various wage periods, (iii) Average daily pay-roll earnings according to sex and method of payment, (iv) Average daily pay-roll earnings due to various components, i.e., basic wages, production, attendance, shift allowance, overtime, etc., and (v) Percentage of workers according to various levels of *wages* and *earnings* (from the data as collected in Form B), for each occupation, size group and over occupations so that intra and inter-occupational comparisons may be possible. The procedure adopted for deriving the estimates for each of the characters mentioned above is given below:—

### PART I

#### *I. Percentage of workers according to sex and age, i.e., men, women and children and methods of payment, i.e., Time-rated and Piece-rated*

Besides, the main data on occupational wage-rates, certain other concomitant variables, such as, total number of full time workers under two sets of categories, namely, (i) men, women and children and (ii) Time-rated and Piece-rated workers were also collected in Form A for each occupation.

(a) *For Factory Industries*—In case of manufacturing industries, the total number of full time workers under two sets of categories listed above were added over all occupations from all the primary sampled units separately for each size group in the first instance and then weighted inversely in proportion to the sampling fraction (derived on the basis of the optimum cut-off-point study for that particular industry/stratum), so as to arrive at the estimated grand totals for each sub-group of these two sets of categories. From the grand totals thus obtained under each sub-group, the estimated percentage of men, women and children and time-rated and piece-rated workers were derived by simple division.

Mathematically, it is expressed as :—

For one character, say, men,

$$\hat{Y} = \frac{\frac{N_u}{n_u} y_u + \frac{N_L}{n_L} y_L}{\hat{W}_u + \hat{W}_L} \times 100$$

Where  $\hat{Y}$  is the estimated percentage of workers for the character under study.

Nu=total number of primary units in the upper size group.

nu=number of primary units selected from the upper size group.

NL=total number of primary units in the lower size group.

nL=number of primary units selected from the lower size group.

yu, yL denote number of full time workers as obtained from the sampled primary units for the character under study in respect of upper and lower size groups respectively.

$$\hat{W}_u = \frac{Nu}{nu} w_u \text{ and } \hat{W}_L = \frac{NL}{nL} w_L$$

Where  $w_u$  and  $w_L$  are the number of full time workers as obtained from the sample in the upper size and lower size group respectively.

(b) *For Plantations and Mines*—In case of plantations and mines, the total number of full time workers under two sets of categories mentioned above were inflated in the first instance according to the number of times a primary unit is selected in the sample and then added over all the distinct primary units in order to obtain the totals in each group of the two sets of categories. From the totals, thus obtained under each group, the estimated percentage of men, women, adolescents and children and time-rated and piece-rated workers were derived by simple division.

Mathematically, it is expressed as:—

For one character, say, men,

$$\hat{Y} = \frac{\sum_{j=1}^{n'} \lambda_j y_j(m)}{\sum_{j=1}^{n'} \lambda_j y_j} \times 100$$

Where  $\hat{Y}$  = the estimated percentage of workers for the character under study.

$y_j(m)$  = number of full time workers for the character under study in primary unit  $j$ .

$y_j$  = total number of full time workers in primary unit  $j$ .

$n'$  = the number of distinct primary units selected.

$\lambda_j$  = the number of times the  $j$ th primary unit is selected.

## II. Wage Rates

As stated earlier, data on occupational wage rates, i.e., various scales of wages applicable to an occupation or fixed rates in the absence of any prescribed scale of wages or actual wages earned in the absence of any fixed rates were collected for all the occupations as existed in the primary sampled units. The various scales of wages or fixed rates or actual earnings were first reduced to a common footing, i.e., on per day basis by dividing by 26, 12 and 6, the monthly,

fortnightly and weekly rates respectively. Two sets of values, namely, (i) *minimum*—(lowest value of the prescribed scales, fixed rates or actual minimum wages earned) and (ii) *maximum*—(highest value of the prescribed scales, fixed rates or actual maximum wages earned) were obtained in the first instance and then tabulated separately in respect of each occupation and size group.

(a) *For Factory Industries*—From the various sets of values within an occupation a weighted average was calculated for the occupation in respect of both the sets i.e., minimum and maximum separately for each size group. (The weights applied were the number of full time workers as reported in primary sampled unit having a particular occupation in common). The occupational values thus obtained in respect of minimum and maximum were further pooled over all the occupations separately in each size group by weighting directly in proportion to the number of full time workers in the respective occupations for purposes of arriving at the value for the industry as such. The overall estimated value in respect of minimum and maximum was obtained by blowing up the estimates in the respective size groups directly in proportion to the estimated number of full time workers in the two size groups.

Mathematically, it is expressed as:—

For a particular character, say minimum wage-rates,

$$\hat{Y} = \frac{\hat{W}_u \cdot y_u + \hat{W}_L \cdot y_L}{\hat{W}_u + \hat{W}_L}$$

Where  $\hat{Y}$  = is the estimated value for the character under study, for the industry as a whole.

$y_u, y_L$  = the weighted average in the upper size and lower size group respectively for the character under study.

$$\text{where } y_u = \frac{\sum_{i=1}^M \sum_{j=1}^n y_{uij} W_{uij}}{\sum_{i=1}^M \sum_{j=1}^n W_{uij}}$$

$$y_L = \frac{\sum_{i=1}^M \sum_{j=1}^n y_{Lij} W_{Lij}}{\sum_{i=1}^M \sum_{j=1}^n W_{Lij}}$$

$y_{uij}, y_{Lij}$  = Daily wage rate for the character under study in occupation i in primary unit j in the upper size and lower size groups respectively.

$W_{uij}, W_{Lij}$  = Total number of workers of occupation i in primary unit j in the upper size and lower size groups respectively.

$\hat{W}_u, \hat{W}_L$  = The estimated numbers of full time workers in the upper size and lower size groups respectively.

$$\hat{W}_u = \frac{N_u}{n_u} \times w_u$$

Where  $w_u$  = The number of workers as obtained from the sample in the upper size group i.e.,  $\sum_{i=1}^M \sum_{j=1}^n W_{uij}$

(b) *For Plantations and Mines*—From the various sets of values as obtained from the primary units having a particular occupation in common, occupational averages were obtained by adding all such values separately in respect of minimum and maximum and then dividing by the number of units sampled. The occupational averages thus obtained in respect of minimum and maximum were further pooled over all occupations by weighting directly in proportion to the inflated number of full time workers in the respective occupations for purposes of arriving at the overall average for the industry as a whole

Mathematically, it is expressed as:—

For a particular character, say, minimum wage-rates—

Primary units:— 1, 2, 3, ..... N

Secondary units:— $M_1, M_2, M_3, \dots MN$   
(Occupations)

Probability of selection:— $P_1, P_2, P_3, \dots P_N$  i.e.,  $\sum_{j=1}^N P_j = 1$

For the sake of convenience, let the  $n$  selected units in the sample be as follows:—

Primary units : —1, 2, 3, .....  $n'$

No. of times selected : — $\lambda_1, \lambda_2, \lambda_3, \dots \lambda_{n'}$  where  $\sum_{j=1}^{n'} \lambda_j = n$

No. of secondary units : — $M_1, M_2, M_3, \dots M_{n'}$

It is noticed that in practice

$$M_1 = M_2 = M_3 = \dots MN = M$$

It is required to estimate  $\sum_{j=1}^N P_j y_{ij}$

where

$y_{ij}$  —denotes the actual value for the character under study for the  $i$ th occupation of the  $j$ th primary unit.

It can be easily shown that an unbiased estimate of  $\sum_{j=1}^N P_j y_{ij}$  is given by

$$\bar{y}_i = \frac{\sum_{j=1}^{n'} \lambda_j y_{ij}}{n}$$

which would therefore provide the estimated value for the character under study for the  $i$ th occupation.

$$\bar{y} = \frac{\sum_{i=1}^M W_i \bar{y}_i}{\sum_{i=1}^M W_i}$$

is the overall estimate for the character under study for the industry as a whole.

Where— $W_i$  — stand for the inflated number of full time workers in the  $i$ th

$$\text{occupation, i.e., } \sum_{j=1}^{n'} \lambda_j W_{ij}$$

$W_{ij}$  — total number of workers of occupation  $i$  in primary unit  $j$ .

### III. Method of Payment of Dearness Allowance

With the object of studying the extent and mode of payment of dearness allowance as a separate component of wages, information regarding dearness allowance — 'Scale of dearness allowance applicable'—was collected for all the occupations as existed in all the primary sampled units. The statistical analysis of the data thus collected in this respect has been carried out in two aspects, i.e., (A) Percentage of units paying dearness allowance, and (B) Percentage of workers accounted for thereby, with their break up according to the method of payment of the allowance, i.e., (i) cost of living index, (ii) flat rate, (iii) salary/income slab, and (iv) any other.

(a) *For Factory Industries*—For purposes of compiling these statistics, the percentages of units/workers in each size group under various heads as listed above were first obtained by dividing the value under each head by the total value in the size group. The percentages under each head were further pooled over size groups by weighting directly in proportion to the estimated number of units/workers in the size group in order to arrive at the value for the industry as a whole.

Mathematically, it is expressed as:—

For one character, say percentage of units paying/workers getting, dearness allowance according to flat-rate.

$$\hat{Y} = \frac{\hat{W}_u y_u + \hat{W}_L y_L}{\hat{W}_u + \hat{W}_L}$$

Where  $\hat{Y}$  = the estimated percentage of workers for the character under study.

$y_u, y_L$  = the percentage of units/workers in the upper and lower size group respectively for the character under study.  
 $\hat{W}_u, \hat{W}_L$  = as defined above.

(b) *For Plantations and Mines*—In this case the numbers of workers under each head as listed above were first obtained by simply adding such numbers under their respective heads from all the primary units taking, of course, into account the number of times a particular primary unit is selected in the sample. From these totals, the percentages under each head were obtained by simple division.

Mathematically, it is expressed as: —

For one character, say, percentage of units paying/workers getting, dear-ness allowance according to flat-rate

$$\hat{Y} = \frac{\sum_{j=1}^{n'} \lambda_j y_j(f)}{\sum_{j=1}^{n'} \lambda_j y_j} \times 100$$

Where  $\hat{Y}$  = the estimated percentage of workers for the character under study.

$y_j(f)$  = number of workers for the character under study in primary unit  $j$ .

$y_j$  = total number of workers in primary unit  $j$ .

$n'$  = number of distinct primary units selected.

$\lambda_j$  = number of times, the  $j$ th primary unit is selected.

## PART II

Data on various components of pay-roll earnings of a sample of individual workers drawn in a systematic manner with a random start were collected in Form B for each occupation in respect of one pay period only. The scale adopted for purposes of sampling within occupation was as follows: —

Total number of Workers in the occupation				Number sampled
Upto 15	..	..	..	.. 4
16—40	..	..	..	.. 8
Above 40	..	..	..	.. 25% subject to a maximum of 16.

Besides, the main data on pay-roll earnings with components, certain other ancillary information, such as, (i) employment status, (ii) wage periods, (iii) sex and age, (iv) time-rated and piece-rated, (v) rates of wages and (vi) method and system of payment of wages were also collected for the same set of workers. The ancillary information thus collected has also been analysed and the method adopted for purposes of deriving the required statistics is illustrated below: —

### I. Employment Status

(a) *For Factory Industries*—The total number of sampled workers (excluding workers employed on contract basis) in each size group as obtained from the primary sampled units were first tabulated under various classes, such as, permanent, temporary, badli, casual, seasonal, apprentices, etc., and then their percentages under each class was obtained by simple division. The percentages, thus obtained in each class were pooled over the two size groups directly in proportion to the estimated number of workers in the size group so as to arrive at the estimated value for the industry as a whole.

Mathematically, it is expressed as: —

$$\hat{Y} = \frac{\hat{W}_u y_u + \hat{W}_L y_L}{\hat{W}_u + \hat{W}_L}$$



where  $\hat{Y}$  = the estimated percentage of workers say, under class—permanent.  
 $y_u, y_L$  = the percentage of workers in the upper and lower size group respectively for the character under study.

$\hat{W}_u, \hat{W}_L$  = as defined above.

(b) *For Plantations and Mines*—In this case the inflated total number of workers (excluding workers employed on contract basis) as obtained by inflating the number of workers in the primary units by the number of times selected were compiled in the first instance and then distributed among various classes, such as, permanent, temporary, badli, casual, seasonal, apprentices, etc. With the aid of these totals, percentages under each class were obtained by simple division.

Mathematically, it is expressed as: —

$$\hat{Y} = \frac{\sum_{j=1}^n \lambda_j y_j(p)}{\sum_{j=1}^n \lambda_j y_j} \times 100$$

Where  $\hat{Y}$  = the estimated percentage of workers, say, under class—permanent.

$y_j(p)$  = number of workers, say, under class—permanent—in primary unit  $j$ .

$y_j$  = number of workers in primary unit  $j$ .

$n'$  = number of distinct primary units selected.

$\lambda_j$  = number of times the  $j$ th primary unit is selected.

## II. Average daily pay-roll earnings, according to sex and age i.e., Men, Women and Children

As stated earlier, data on total pay-roll earnings of a sample of workers in respect of each category i.e., men, women and children was collected for each occupation for one pay period preceding the date of survey. Total earnings include various components of earnings, such as, basic, dearness allowance, shift allowance, overtime, production bonus, attendance bonus and any other non-profit sharing bonus.

(a) *For Factory Industries*—The data collected have been analysed occupation-wise and size-wise i.e., the average per day earnings from each primary unit (having a particular occupation in common) were first calculated by dividing the total earnings of all the sampled workers in a particular category by the total number of days paid for, and then a weighted occupational average was computed by giving as weights the total number of full time workers as reported in each primary unit for a particular occupation. The occupational averages thus obtained under each category were further grouped over various occupations in respect of each size group directly in proportion to the number of workers in the respective occupations so as to arrive at the final average for the size group. The size-wise averages thus arrived at were further pooled over size groups in respect of each category directly in proportion to the estimated number of workers in order to calculate the industry-average.

Mathematically, it is expressed as:—

*For one size group:*

Let

N—denote the total number of primary units in an industry.

n—denote the number of primary units sampled.

M—total number of occupations in an industry.

$W_{ij}$ —denote the total number of full time workers in the  $i$ th occupation of the  $j$ th primary unit.

$w_{ij}$ —denote the number of full time workers sampled in the  $i$ th occupation of the  $j$ th primary unit.

$i=1, 2, \dots, M$

$j=1, 2, \dots, n$

*For one category, say, men:*

Let

$y_{ijd}$ —denote the total earnings for  $d$ th sampled worker of  $i$ th occupation of the  $j$ th primary unit.

$D_{ijd}$ —denote the total number of days paid for, to the  $d$ th sampled worker of the  $i$ th occupation of the  $j$ th primary unit.

$$\bar{y}_{ij} = \frac{\sum_{d=1}^{w_{ij}} y_{ijd}}{\sum_{d=1}^{w_{ij}} D_{ijd}} \quad \text{Average daily total earnings for the } i\text{th occupation of the } j\text{th primary unit.}$$

$$\bar{y} = \frac{\sum_{i=1}^M \sum_{j=1}^n W_{ij} \bar{y}_{ij}}{\sum_{i=1}^M \sum_{j=1}^n W_{ij}} \quad \text{Weighted average of daily total earnings.}$$

Referring characteristics relating to the upper and lower size groups with sub-scripts  $u$  and  $L$  respectively the estimated over-all industry average will be as

$$\frac{\hat{W}_{uy_u} + \hat{W}_{Ly_L}}{\hat{W}_u + \hat{W}_L}$$

$\hat{W}_u, \hat{W}_L$  = the estimated number of full time workers in the upper and lower size groups respectively.

$$\hat{W}_u = \frac{N_u}{n_u} w_u$$

$$\text{where } w_u = \sum_{i=1}^M \sum_{j=1}^n W_{ij}$$

(b) *For Plantations and Mines*—In this case also the data has been analysed according to occupations i.e., the average per day earnings from each primary unit (having a particular occupation in common) were first calculated by dividing total earnings of all the sampled workers in a particular category (say, men) by the total number of days paid for, and then a weighted occupational average was derived by applying as weights the number of times a particular primary unit is selected in the sample. The occupational averages thus arrived at under each category were further grouped over all occupations directly in proportion to the inflated number of workers in the respective occupations for purposes of deriving an over-all average for the industry.

Mathematically it is expressed as:--

Let

$N$ —denote the total number of primary units in the population.

$n'$ —denote the number of distinct primary units selected.

$\lambda_j$ —denote the number of times the  $j$ th primary unit is selected in the sample i.e.,

$$\sum_{j=1}^{n'} \lambda_j = n$$

$W_{ij}$ —denote the number of workers of occupation  $i$  in primary unit  $j$ .

$W_i$ —denote inflated number of workers in occupation  $i$ , i.e.,

$$\sum_{j=1}^{n'} \lambda_j W_{ij}$$

Further, let

$u_{ijd}$ —denote the value for the character under study for the  $d$ th sampled worker of primary unit  $j$  of occupation  $i$

Where

$i=1, 2, \dots, M$

$j=1, 2, \dots, n'$

$d=1, 2, \dots, \lambda_j$

$$\text{Therefore } \bar{u}_{ij} \equiv \frac{1}{\lambda_j} \sum_{d=1}^{\lambda_j} u_{ijd}$$

which gives an unbiased estimate of the average value for the character under study in primary unit  $j$  of occupation  $i$ .

Further

$$\bar{u}_i = \frac{\sum_{j=1}^{n'} \lambda_j \bar{u}_{ij}}{n}$$

would provide an unbiased estimate of the average value for the character under study for the  $i$ th occupation.

$$\bar{u} = \frac{\sum_{i=1}^M w_i \bar{u}_i}{\sum_{i=1}^M W_i}$$

provides an overall estimate of the average value for the character under study for the stratum as a whole.

Similarly, statistics relating to average daily total earnings due to method of payment i.e., time-rated and piece-rated were calculated on the same lines as indicated above.

### III. *Average daily pay-roll earnings due to various components*

The daily average earnings on account of each component was derived by dividing the total earnings of all the sampled workers in an occupation by the total number of days for which payment was made i.e., by the number of days worked plus the number of days on paid leave, or holidays with pay.

(a) *For Factory Industries*—The daily averages thus obtained for each component in an occupation were pooled over all the primary units (having a particular occupation in common) separately in respect of each size group directly in proportion to the number of workers in the respective primary units in order to arrive at the occupational averages. The estimated occupational averages under each component were further pooled over all the occupations separately in respect of each size group by giving as weights the number of workers in the occupation for purposes of deriving the estimated average for the industry as a whole. The over-all estimated average under each component was arrived at by blowing up the estimates in the two size groups directly in proportion to the estimated number of workers in each size group.

Mathematically it is expressed as:—

For one character, say, average daily earnings due to basic wages,

let

$y_{ijd}$ —denote the earnings for the  $d$ th sampled worker of the  $i$ th occupation of the  $j$ th primary unit for the character under study.

$D_{ij}$ —denote the number of days paid for—of the  $d$ th sampled worker of the  $j$ th primary unit.

$$\bar{y}_{ij} = \frac{\sum_{d=1}^{w_{ij}} y_{ijd}}{\sum_{d=1}^{w_{ij}} D_{ijd}}$$

Average daily earnings for the  $i$ th occupation of the  $j$ th primary unit for the character under study.

$$\bar{y} = \frac{\sum_{i=1}^M \sum_{j=1}^n W_{ij} \bar{y}_{ij}}{\sum_{i=1}^M \sum_{j=1}^n W_{ij}}$$

Weighted average daily earnings for the character under study.

Referring characteristics relating to the upper and lower size groups with sub-scripts  $u$  and  $L$  respectively, the estimated over-all industry average will be as:

$$\frac{\hat{W}_u \bar{y}_u + \hat{W}_L \bar{y}_L}{\hat{W}_u + \hat{W}_L}$$

$\hat{W}_u, \hat{W}_L$  as defined earlier.

(b) *For Plantations and Mines*—From the daily averages thus obtained in the various primary units (having a particular occupation in common), a simple occupational average was derived by adding such averages over all primary units separately in respect of each component and then dividing by the total number of primary units. The occupational averages thus obtained were further pooled over all occupations directly in proportion to the inflated number of workers in the respective occupations in order to arrive at the overall average for the industry as a whole separately in respect of each component of earnings.

Mathematically, it is expressed as:—

For one character, say, average daily earnings due to basic wages,

let

$N$ —denote the total number of primary units in the population.

$n'$ —denote the number of distinct primary units selected.

$\lambda_j$ —denote the number of times the  $j$ th primary unit is selected in the sample  
i.e.,

$$\sum_{j=1}^{n'} \lambda_j = n$$

$W_{ij}$ —denote number of workers of occupation  $i$  in primary unit  $j$ .

$W_i$ —denote inflated number of workers in occupation  $i$  i.e.,

$$\sum_{j=1} \lambda_j w_{ij}$$

Further, let:—

$y_{ijd}$ —denote the total earnings for the  $d$ th sampled worker of  $i$ th occupation of the  $j$ th primary unit.

$D_{ijd}$ —denote the total number of days paid to the  $d$ th sampled worker of the  $i$ th occupation of the  $j$ th primary unit.

$u_{ijd} = \frac{y_{ijd}}{D_{ijd}}$  denote average daily earnings for the character under study for the  $d$ th sampled worker of primary unit  $j$  of occupation  $i$ .

Where  $i=1, 2, 3, \dots, M_j$

$j=1, 2, 3, \dots, n'$

$d=1, 2, 3, \dots, l_{ij}$

$\therefore \bar{u}_{ij} = \frac{1}{l_{ij}} \sum_{d=1}^{l_{ij}} u_{ijd}$  which gives an unbiased estimate of the average value for the character under study in primary unit  $j$  of occupation  $i$ .

Further

$u_j = \frac{\sum_{i=1}^{n'} \lambda_j \bar{u}_{ij}}{n}$  would provide an unbiased estimate for the character under study for the  $i$ th occupation.

and

$u = \frac{\sum_{i=1}^M W_i \bar{u}_i}{\sum_{i=1}^M W_i}$  provides an overall estimate of the average value for the character under study for the stratum as a whole.

#### IV. *Estimated percentage distribution of workers according to various levels of wages/earnings*

Data on wages/earnings of individual sampled workers in each occupation in respect of one pay-period collected from all the primary sampled units, were analysed in two parts, the first dealing with the estimated percentage of distribution of workers according to various levels of daily *wages* (i.e., basic wages plus dearness allowance) and the second with the estimated percentage distribution of workers due to various levels of daily *earnings*.

(a) *For Factory Industries*—For purposes of working out the estimated percentage of workers according to various levels of earnings the daily earnings of each sampled worker in all the primary sampled units were obtained in the first instance by dividing the total earnings by the number of days paid for and then grouped in classes with suitable intervals and the frequency distribution in respect of each primary sampled unit were obtained separately for each occupation and size group. With the aid of such distributions, the percentage of workers in a particular class for the occupation as such separately in

respect of the two size groups were derived by weighting the percentage of workers in all the primary sampled units with the corresponding number of full time workers. The estimated percentages of workers in the various classes thus obtained for each occupation were further pooled over all the occupations separately in respect of each class and size group directly in proportion to the total number of workers in the occupation for purposes of arriving at the value for the industry as such. The over-all percentage of workers in each class was derived from the value obtained in the two size groups by weighting directly in proportion to the estimated number of workers in each size group.

Mathematically, it is expressed as:—

Let

$v_{ijd}$  = total earnings for the  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

$D_{ijd}$  = total number of days paid for, to the  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

$$z_{ijd} = \frac{v_{ijd}}{D_{ijd}}$$

Average daily earnings of  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

Also, let,

$w_{ijk}$  = number of sampled workers of occupation  $i$  in earning group  $k$  of primary unit  $j$ .

$w_{ij}$  = number of sampled workers of occupation  $i$ , all earning groups, in primary unit  $j$ .

$W_{ij}$  = Total number of workers of occupation  $i$ , all earning groups, in primary unit  $j$ .

$w_i$  = number of workers of occupation  $i$  in all primary sampled units.

$w$  = number of workers over all occupations in all primary sampled units.

For one size group,

$$\frac{w_{ijk}}{w_{ij}} \times 100 = p_{ijk}$$

standing for the percentage of workers of occupation  $i$ , in earning group  $k$  to the total workers of occupation  $i$  in primary unit  $j$ .

$$\frac{\sum_{i=1}^M \sum_{j=1}^n W_{ij} p_{ijk}}{\sum_{i=1}^M \sum_{j=1}^n W_{ij}} = p_k$$

which is an estimate for the percentage of workers in earning group  $k$  to the total workers in the size group.

Referring characteristics relating to upper size and lower size groups with sub-scripts  $u$  and  $L$  respectively, the over-all percentage of workers in earning group  $k$  was estimated as:—

$$\frac{p_k(u) \hat{W}_u + p_k(L) \hat{W}_L}{\hat{W}_u + \hat{W}_L} \text{ where } \hat{W}_u = \frac{N_u}{n_u} \cdot w_u$$

Where N stands for the total number of primary units in the industry/stratum and n for number of primary units sampled.

Similarly the estimated percentage distribution of workers according to various levels of basic wages was derived on the lines indicated above except that the daily basic wages of each sampled worker were obtained by dividing the total basic wages by the total number of days actually worked.

(b) *For Plantations and Mines*—For this purpose, the daily earnings of each sampled worker in all the primary units were obtained in the first instance by dividing the total earnings by the number of days paid for and then grouped in classes with suitable intervals and the frequency distribution in respect of each primary unit was obtained separately for each occupation. With the help of such distributions, the estimated percentage of workers in a particular class for the occupation as such were derived by weighting the percentage of workers in primary units directly in proportion to the total number of workers and inversely proportional to the selection of probability. The occupational estimates thus obtained for a particular class were further pooled over all the occupations directly in proportion to the total number of workers in the occupations for purposes of arriving at the overall estimated percentage of workers in that class.

Mathematically, it is expressed as :—

Let

$y_{ijd}$  = total earnings for the  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

$D_{ijd}$  = total number of days paid for, to the  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

$z_{ij} = \frac{y_{ij}}{D_{ij}}$  Average daily earnings of  $d$ th sampled worker of occupation  $i$  in primary unit  $j$ .

Where

$i = 1, 2, 3, \dots, M_j$

$j = 1, 2, 3, \dots, n'$

$d = 1, 2, 3, \dots, l_{ij}$

$N$ —denotes the total number of primary units in the population.

$n'$ —denotes the number of distinct primary units selected.

$\lambda_j$ —denotes number of times the  $j$ th primary unit is selected in the sample i.e.,

$$\sum_{j=1}^{n'} \lambda_j = n$$

$j = 1$

$P_j$ —denotes the probability of selection of the  $j$ th unit.

Also let,

$w_{ijk}$  = number of sampled workers of occupation  $i$  in earning group  $k$  of primary unit  $j$ .

$w_{ij}$  = number of sampled workers of occupation  $i$ , all earning groups, in primary unit  $j$ .

$W_{ij}$  = total number of workers of occupation  $i$ , all earning groups, in primary unit  $j$ .



$w_i$  = Inflated number of workers of occupation  $i$  in all primary units i.e.,

$$\sum_{j=1}^{n'} \lambda_j W_{ij}$$

$w$  = Inflated number of workers over all occupations in all primary sampled units i.e.,

$$\sum_{i=1}^M \sum_{j=1}^{n'} \lambda_j W_{ij}$$

therefore,

$$p_{ijk} = \frac{w_{ijk}}{w_i} \times 100$$

$$p_k = \frac{\sum_{i=1}^M \sum_{j=1}^n w_{ij} p_{ijk}/P_j}{\sum_{i=1}^M \sum_{j=1}^n \sum_{k=1}^k w_{ij} p_{ijk}/P_j}$$

standing for the percentage of workers of occupation  $i$ , in earning group  $k$  to the total workers of occupation  $i$  in primary unit  $j$ .

would provide an estimated percentage of workers in earning group  $k$  to the total workers in the stratum.

# APPENDIX IV LIST OF OCCUPATIONS IN WHICH WOMEN WERE EMPLOYED

Industry	Occupations in which Women were Employed			
	Exclusively	Predominantly (50% or more)	20 to 49%	Less than 20%
(1)	(2)	(3)	(4)	(5)
1. Cotton Textile	Nil	1. Reeler	.. 1. Winder (Ordinary) .. 2. Winder (High Speed) .. 3. Tare Picker	1. Card Tender. 2. Drawing Tender. 3. Drawing Tender (2 for 3 machines). 4. Scubber. 5. Inter Tender. 6. Double Rover. 7. Single Rover. 8. Double Sider. 9. Single Sider. 10. Cleaning Gang. 11. Tape Man. 12. Doubler. 13. Doubler (Single). 14. Bobbin Cleaner. 15. Weaver (2 Looms). 16. Weaver (4 Looms). 17. Loom Cleaner. 18. Bundle Packer. 19. Hydro-Extractor man. 20. Butler. 21. Hand Folder. 22. Roll Folder. 23. Sweeper. 24. Head Jobber. 25. Jobber. 26. Macdoor (general). 27. Macadam. 28. Bobbin Carrier. 29. Beam Carrier. 30. Doffer Boy. 31. Number Marker.

APPENDIX IV—*contd.*

(1)	(2)	(3)	(4)	(5)
2. Jute Textile.	..	..	1. Teaser Feeder 2. Breaker Feeder 3. Roving Feeder 4. Warp Winder.	32. Sweeper. 33. Sewing Machine-man. 34. Assistant Stenter. 35. Tailoring Boy. 36. Apprentice. 37. Warper (ordinary). 38. Dyeing man. 39. Ticker, Appier. 40. Shubbing Tentar. .. 1. Softener Feeder. 2. Softener Receiver. 3. Teaser Receiver. 4. Selector. 5. Root Cutter. 6. Breaker Receiver. 7. Card Feeder. 8. Card Receiver. 9. Drawing Feeder I & II. 10. Drawing Receiver I & II. 11. Breaker & Card Feeder. 12. Card Receiver & 1st Drawing Feeder. 13. 2nd Drawing Receiver & 3rd Drawing Feeder. 14. 3rd Drawing Receiver. 15. Dollop Weighman. 16. Hessian Warp Weft & Sacking Warp Spinner. 17. Sliver Spinning Frame. 18. Spinning Shifter. 19. Twister. 20. Reeler. 21. Dyed Yarn Winder. 22. Cloth Examiner. 23. Cloth Reprinter. 24. Hopping Machine Feeder. 25. Hopping Machine Receiver. 26. Cutting Machine Receiver.

27. Spliced Bag Joiner.  
 28. Hoyer.  
 29. Sectional Sander.  
 30. *Mac doot*.  
 31. Sweeper.  
 32. Tandem Feeder.  
 33. Softener Feeder & Receiver.  
 34. 1st Drawing Receiver & 2nd Drawing Feeder.

3. Silk Textile ..	1. Cooker ..	1. Sorter ..	1. Spindle Bander ..	1. Size Taker.
	2. Examiner & Skier ..	2. Reeler ..	2. Reeler ..	2. Gill Roving Operator.
	3. Silk Examiner ..	3. Re-Reel ..	3. Winder ..	3. Doffing Box.
	4. Double Fold Folder ..	4. Knotter ..	4. Colour Weigher ..	4. Warper.
		5. Double Roving Operator ..		5. Reacher.
		6. Embroidery Machine Man.		6. Single Thread Sizer.
		7. Picker (Waste).		7. Weaver (auto loom).
				8. Cut Looker.
				9. Machine Folder.
				10. Hand Folder.
				11. Stamp r.
				12. Stitchee.
				13. Sample Maker.
				14. Packer.
				15. For man.
				16. Jobber.
				17. <i>Macdoor</i> .
				18. Sweeper.
				19. Twister.
				20. Apprentice.
				21. Helper.
				22. Finisher & Tracer.
				23. Front Sizer.
				24. Harness Builder.
				25. Doubler.
				1. Blender & Tracer.
				2. Card Feeder.
				3. Mule Minder.
				4. Reeler.
				5. Piecer.
				6. Weaver (hand loom).
				7. K. otter.
4. Woolen Textile ..	1. Hand Winder ..	1. Waste Sorter ..	1. Finishing Gill Box/ Gill Box Man ..	
	2. Grating and Spinning Worker.		2. Minder.	
			3. Comber.	
			4. Punch Box man.	
			5. Back Wash Minder.	
			6. Rover.	



18. Tramway Workshops ..	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	1. Potman/Departmental Incharge.
19. Hydrogenated Oil ..	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	2. <i>Mazdoor</i> (General).
20. <i>Bidi</i> Factories ..	<i>Nil</i>	1. Tobacco Processor	..	1. Bidi-Roller ..	1. Mistry/Supervisor.
21. Cigarette Factories ..	1. Stripper	..	..	2. Helper.	2. Labeller.
		1. Hand Packer	..	3. Sweeper.	1. Boxer Off.
		2. Assembler	..	<i>Nil</i>	2. <i>Mazdoor</i> .
22. Paper and Paper Products	<i>Nil</i>	1. Sorter	..	1. Finisher	3. Sweeper.
		2. Lime Supplier.	..	2. Labelling Helper.	4. <i>Mucadam</i> .
		3. Rag Sorter.	..	3. Ream Carrier.	5. Wrapper.
23. Cement ..	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	..	1. Bamboo Feeder.
24. Sugar ..	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	..	2. Calendar-man.
25. Tannery ..	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	..	3. Chalkman.
26. Heavy and Fine Chemicals.	<i>Nil</i>	1. Skilled Worker (Tablet Maker, etc)	..	1. Seasoner	4. Lay Boyman.
			..	2. <i>Mazdoor</i> .	5. Checker.
			..	<i>Nil</i>	6. Weighment Checker.
			..	1. Cutter off	7. Baler/Bale Maker.
			..	2. Sorter.	8. Supervisor.
			..	3. Bhangai Wali.	9. Assistant Mistry.
			..	1. Finisher	10. Unskilled Helper.
			..	2. Wrapper.	11. Sweeper.
			..	3. Bhangai Wali.	12. Aluman.
			..	1. Finisher	13. Finisher.
			..	2. Wrapper.	1. Helper.
			..	3. Bhangai Wali.	2. Sweeper.
			..	1. Finisher	3. Labourer/ <i>Mazdoor</i> .
			..	2. Wrapper.	1. Store Khalasi.
			..	3. Bhangai Wali.	1. Sweeper.
			..	1. Finisher	2. Helper.
			..	2. Wrapper.	1. Process Mistry.
			..	3. Bhangai Wali.	2. Sweeper.
			..	1. Finisher	3. Machine Plant Operator.
			..	2. Wrapper.	4. Chemist.
			..	3. Bhangai Wali.	5. Weighman.
			..	1. Finisher	6. Junior Supervisor.
			..	2. Wrapper.	7. Unskilled Worker.
			..	3. Bhangai Wali.	8. Helper.
			..	1. Finisher	9. Supervisory Worker.
			..	2. Wrapper.	1. Mixer Batch.
			..	3. Bhangai Wali.	2. Glass Sheet Cutter.
			..	1. Finisher	3. <i>Mazdoor</i> .
			..	2. Wrapper.	
			..	3. Bhangai Wali.	

APPENDIX IV—*contd.*

(1)	(2)	(3)	(4)	(5)
28. Match Factories	.. 1. Grinder ..	.. 1. Helper .. 2. Attendant Polishing Section. 3. 3rd Helper. 4. Paster (Hand). 5. Box Manufacturing. 6. Box Filler. 7. Leveller. 8. Band Roller. 9. Frame Filler.	Nil	4. Sweeper. 5. Packer. 2. 1st Helper (Box Filling), 3. 1st Helper (Box Closing). 4. 2nd Helper. 5. Operator Packing Machine. 6. Helper. 7. <i>Mazdoor</i> . 8. Sweeper. 9. Foreman. 10. Side Painter. 11. General Assistant. 12. Checker. 13. Grinder Chemicals. 14. 2nd Helper Peeling Machine. 15. Packer. 1. Maistry. 2. General <i>Mazdoor</i> /Head Load Worker.
29. Cashewnut Factories	.. 1. Filler ..	.. 1. Sheller .. 2. Grader. 3. Sweeper. 4. <i>Muccadam</i> . 5. Checker. 6. Peeler.	Nil	
30. Tobacco Curing Works	1. Stemmer. .. 2. Table Woman.	.. 1. Supervisor/Maistry .. 2. Grader & Tier. 3. Sweeper. 4. Head Maistry. 5. Redrying Machine Worker. 6. Picker.	1. Wrapper, Labeller & Packet Maker. 2. General Worker. 3. General <i>Mazdoor</i> .	1. Maistry. 2. Packer.
31. Footwear Manufacturing	Nil	Nil	1. Lacer ..	1. Sewing Machine Operator. 2. Sorter. 3. Helper. 4. <i>Pastor</i> ,

32. Clothing Manufacturing	Nil	1. Stitcher ..	1. Tailor (All-round) .. 2. Supervisor (Section-in-Charge). Nil	1. Cutter (all-round). 2. Trimmer.
33. Printing Presses ..	Nil			1. Compositor Gd. I. 2. Compositor Gd. II. 3. Proof Reader Junior. 4. Copy Holder. 5. Binder. 6. Binder Junior. 7. Sweeper. 8. Apprentice.
34. Artificial Manure ..	Nil	1. Cleaner ..	1. Kamir ..	1. Sweeper.
35. Soap Factories ..	Nil		1. Chargeman .. 2. Packer. 3. Tailor.	1. Hand Wrapper. 2. General Labourer.
36. Petroleum Refineries ..	Nil	Nil	1. Sweeper. Nil	Nil
37. Electric Light and Power Stations.	Nil	Nil		1. Mazdoor. 2. Sweeper.
38. Tea Plantations ..	Nil	1. Plucker ..	Nil	1. Maistry. 2. Field Worker (getting job pay). Nil 3. Field Worker (Ordinary). Nil
39. Coffee Plantations ..	Nil	1. Casual Labourer Nil	1. Labourer .. 1. Tapper .. 2. Field Worker.	
40. Rubber Plantations ..	Nil		1. Shale Picking Mazdoor 2. Mill Attendant. 3. Bucketman. 4. Sweeper.	
41. Coal Mines ..	Nil	1. Clay Catridges Mazdoor		1. Miner Pick. 2. Oilman. 3. Trammer. 4. Screening Plant. 5. Loader/Unloader 6. Assistant Foreman. 7. General Mazdoor. 1. Ore Washing Operator. 2. Mistry.
42. Mangnese Mines ..	1. Rumbling Operator ..	1. Dresser .. 2. Carrier. 3. Sorter. 4. Screener & Cleaner. 5. Open Cast Miner.	1. Miner .. 2. Sampler. 3. Loader/Unloader. 4. Sweeper. 5. Mazdoor.	
43. Mica Mines ..	Nil	1. Bhatiman ..	1. Surface Mazdoor ..	6. Mate.
44. Iron Ore Mines ..	Nil	1. Hand Picking	1. Miner .. 2. Loading Kammes. 3. Mazdoor. 4. Sweeper.	1. Dhani/Dhari 1. K'halasi Compressor.



## APPENDIX V

### WAGE RATES AND EARNINGS OF WORKERS IN SELECTED OCCUPATIONS IN DIFFERENT INDUSTRIES

It is not possible to give occupational wage data in all their details in respect of all industries in this report. They will be available in individual industry reports. However, since such information is of wide interest it was considered advisable to give same data in respect of certain important occupations. Accordingly, an attempt has been made to select about 25 occupations (in each industry) in respect of which data relating to minimum and maximum wage rates, average daily earnings, separately for men and women, and time-rated and piece-rated, as also the estimated number of workers employed in each occupation, are presented in the Statements I to XLIV. In selecting the occupations, care has been taken to ensure that due representation is given to different levels of skills, and that all occupations which are numerically important and which are common to all or most of the units in the industry are included. It will be seen that the occupations included in these statements account for from 70% to 100% of the total estimated employment in the industry/stratum concerned and as such may be considered as representative of the general position. A study of these data would give a good idea of the level of wage rates and earnings in different occupations, of the wage differentials as between occupations, and as between men/women and time/piece-rated workers in and between occupations; and of the numerical importance of various occupations as also of the employment of men and women and of the prevalence of time rates or piece-rates of payment in different occupations.

STATEMENT I

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)			Estimated Number of Workers							
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Jobber	..	5.61	7.31	6.48	4.08	4.94	8.19	6.47	17,678	24	9,333	8,369	17,702
2	Front Sizer	..	5.32	5.50	5.47	—	5.47	4.21	5.47	2,961	—	2,953	8	2,961
3	Weaver (Four Looms)	..	4.85	5.95	5.63	2.03	7.20	5.50	5.52	16,645	780	197	17,228	17,425
4	Weaver (2 Looms)	..	4.04	5.09	4.68	2.69	3.73	4.67	4.67	1,63,981	820	583	1,64,218	1,64,801
5	Drawer	..	4.40	5.34	5.02	—	4.23	5.06	5.02	4,638	—	219	4,419	4,638
6	Back Sizer	..	4.32	4.39	4.41	—	4.41	3.87	4.41	3,292	—	3,284	8	3,292
7	Double Reverser	..	4.31	4.75	4.56	—	4.34	4.57	4.56	6,349	84	464	5,893	6,357
8	Warper (Ordinary)	..	4.17	4.97	5.06	0.48†	4.06	4.75	4.67	2,843	265	365	2,743	3,108
9	Front Machine Folder	..	3.98	4.00	4.04	—	4.05	2.20	4.04	2,103	—	2,091	12	2,103
10	Double Sider	..	3.96	4.40	4.29	4.13	4.30	4.26	4.29	58,077	935	53,157	5,855	59,012
11	Reeler	..	3.77	4.22	4.06	—	3.64	4.27	4.06	5,137	—	1,719	3,418	5,137
12	Creeper (High Speed)	..	3.75	3.85	3.91	—	4.05	3.36	3.91	1,612	—	1,282	330	1,612
13	Inter Tenter	..	3.73	4.15	3.99	—	3.81	4.05	3.99	11,985	44	2,667	9,322	11,989

STATEMENT I—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
14	Winder (High Speed Machine)	3.66	4.28	4.02	3.95	4.72	3.92	4.00	7,259	3,430	1,064	9,625	10,689
15	Oilor .. .. .	3.62	3.99	3.89	—	3.89	4.65	3.89	8,899	—	8,825	74	8,899
16	Card Grinder ..	3.60	3.67	3.74	—	3.74	3.89	3.74	6,531	—	6,503	28	6,531
17	Drawing Tenter ..	3.54	4.02	3.72	2.52	3.05	3.87	3.71	12,185	116	2,412	9,889	12,301
18	Machine General	3.45	3.59	3.53	3.26	3.52	2.27	3.52	46,514	1,213	47,697	30	47,727
19	Bobbin Carrier ..	3.43	3.47	3.52	1.91	3.52	2.32	3.52	9,477	128	9,585	20	9,605
20	Slubbing Tenter	3.23	3.71	3.63	1.52	2.99	4.17	3.61	8,570	100	4,021	4,649	8,670
21	Doffer Boy ..	3.19	3.23	3.29	3.91	3.29	2.88	3.29	87,323	775	87,939	159	88,098
22	Winder ..	2.95	3.62	3.58	3.37/ 0.72*	3.55	3.43	3.45	29,217	14,929/ 879*	7,446	37,579	45,025
23	Single Rover ..	2.92	3.35	3.06	1.39	3.96	2.85	3.06	10,769	73	2,046	8,796	10,842
24	Single Slider ..	2.50	2.56	2.62	3.91	2.58	3.71	2.63	64,046	411	61,784	2,673	64,457
25	Reeler ..	2.39	2.98	3.25	2.44	3.37	2.80	2.81	31,362	37,278	1,438	67,292	68,640
All occupations in the Industry ..		3.60	4.13	4.03	2.86/ 0.72*	3.71	4.24	3.94					
Percentage of workers in the above occupations									74.6	95.8/ 100.0*	62.7	93.8	76.1

\*Children.

†Did not come in the sample.

‡Relates to one small handloom weaving factory in Madurai/Ramanathapuram Stratum. These women workers were employed on casual basis and on piece rates. Presumably they worked shorter hours and may not have had a full day's work.

**STATEMENT I(a)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
*Stratum—Howrah and Calcutta*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	3.77	4.72	4.05	—	3.20	5.11	4.05	317	—	173	144	317
2	Front Sizer ..	3.47	4.03	3.65	—	3.65	—	3.65	66	—	66	—	66
3	Weaver (Four Looms) ..	2.33	3.77	2.93	—	2.33	2.96	2.93	3,491	—	158	3,333	3,491
4	Weaver (Two Looms) ..	2.66	3.08	2.74	—	2.61	2.78	2.74	81	—	15	66	81
5	Drawer ..	2.48	2.48	2.45	—	2.45	—	2.45	58	—	58	—	58
6	Back Sizer ..	—	—	—	—	—	—	—	—	—	—	—	—
7	Double Rover ..	—	—	—	—	—	—	—	—	—	—	—	—
8	Warper (Ordinary) ..	3.44	3.96	3.60	—	3.23	3.97	3.60	97	—	53	44	97
9	Front Machine Folder ..	—	—	—	—	—	—	—	—	—	—	—	—
10	Double Sider ..	3.05	3.05	3.05	—	3.05	—	3.05	200	—	200	—	200
11	Reacher ..	2.21	2.44	2.33	—	2.03	2.38	2.33	73	—	11	62	73
12	Greeler (High Speed) ..	2.04	2.04	2.04	—	2.04	—	2.04	8	—	8	—	8
13	Inter Tender ..	2.46	2.81	2.69	—	2.41	2.76	2.69	192	—	40	152	192
14	Winder (High Speed Machine) ..	2.21	2.21	2.33	2.02	2.21	—	2.21	11	8	19	—	19
15	Oiler ..	2.45	2.45	2.45	—	2.45	—	2.45	80	—	80	—	80
16	Card Grinder ..	2.14	2.17	2.46	—	2.46	—	2.46	84	—	84	—	84
17	Drawing Tender ..	2.40	2.75	2.46	2.13	2.33	2.40	2.38	208	60	60	208	268
18	Mazdoor General ..	2.32	2.42	2.32	—	2.32	—	2.32	1,023	—	1,023	—	1,023
19	Bobbin Carrier ..	2.33	2.33	2.38	—	2.38	—	2.38	108	—	108	—	108
20	Slubbing Tender ..	2.37	2.61	2.62	—	2.48	2.66	2.62	100	—	24	76	100
21	Doffer Boy ..	2.33	2.42	3.47	—	3.47	—	3.47	1,064	—	1,064	—	1,064
22	Winder ..	2.01	3.11	2.66	2.24	2.33	2.53	2.50	608	—	139	1,561	1,700
23	Single Rover ..	2.25	3.01	1.89	—	2.33	1.70	1.89	260	—	89	180	260
24	Single Sider ..	2.40	2.40	2.46	—	2.46	—	2.46	1,376	—	1,376	—	1,376
25	Reeler ..	2.10	2.90	2.39	2.30	2.30	2.36	2.36	684	316	24	976	1,000
All occupations in the Stratum ..													
Percentage of workers in the above occupations													
		2.41	3.08	2.80	2.24	2.86	2.65	2.76	79.1	87.3	65.0	95.2	79.7

# STATEMENT I(b)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

Stratum: Coimbatore

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber	4.07	5.11	5.08	4.20	5.04	5.25	5.06	645	20	581	84	665
2	Front Sizer	4.13	4.43	4.30	—	4.34	4.21	4.30	28	—	20	8	28
3	Weaver (Four Looms)	—	—	—	—	—	—	—	—	3*	—	—	—
4	Weaver (Two Looms)	3.26	3.91	3.75	—	—	3.75	3.75	2,255	—	—	2,258	2,258
5	Drawer	3.28	3.56	3.46	—	3.37	3.55	3.46	45	—	24	21	45
6	Back Sizer	3.76	3.90	3.81	—	3.54	3.87	3.81	24	—	16	8	24
7	Double Rover	3.33	3.66	3.68	—	—	3.68	3.68	973	—	—	973	973
8	Warper (Ordinary)	3.48	3.76	3.58	—	3.58	—	3.58	32	—	32	—	32
9	Front Machine Folder	3.47	3.47	3.47	—	3.47	—	3.47	16	—	16	—	16
10	Double Sider	3.48	3.68	3.78	—	3.74	3.84	3.78	5,464	—	2,941	2,523	5,464
11	Reacher	3.57	3.88	3.84	—	3.40	4.01	3.84	28	—	8	20	28
12	Creeper (High Speed)	3.35	3.39	3.43	—	—	3.43	3.43	80	—	—	80	80
13	Inter Tenter	3.45	3.79	3.46	—	3.84	3.44	3.46	726	—	30	696	726
14	Winder (High Speed Machine)	3.46	3.46	5.82	4.00	5.82	4.00	4.07	4	96	4	96	100
15	Oil	3.81	3.85	3.94	—	3.93	3.98	3.94	159	—	147	12	159
16	Card Grinder	3.59	3.59	3.63	—	3.63	—	3.63	437	—	437	—	437
17	Drawing Tenter	3.34	3.51	3.44	—	3.33	3.46	3.44	982	—	168	814	982
18	Mazdoor (General)	3.35	3.36	3.41	—	3.41	—	3.41	651	—	651	—	651
19	Bobbin Carrier	3.32	3.34	3.36	—	3.35	—	3.35	532	12	544	—	544
20	Stubbing Tenter	3.56	3.89	3.77	—	4.06	3.76	3.77	480	—	15	465	480
21	Doffer Boy	3.29	3.30	3.34	—	3.34	—	3.34	5,158	—	5,158	—	5,158
22	Winder	3.56	4.18	3.75	3.66	3.34	3.76	3.69	260	481	112	629	741
23	Single Rover	3.42	3.70	3.57	—	4.14	3.55	3.57	658	—	20	638	658
24	Single Sider	3.56	3.62	3.76	—	3.83	3.67	3.76	5,712	—	3,212	2,500	5,712
25	Reeler	3.18	3.72	3.45	3.39	3.35	3.40	3.39	482	7,823	1,080	7,225	8,305
All occupations in the Stratum													
Percentage of workers in the above occupations		3.41	3.68	3.66	3.43	3.62	3.60	3.61	80.7	98.6	72.2	97.7	84.5

\*Did not come in the sample.

**STATEMENT I(c)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
*Stratum : Madurai and Ramnathapuram*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time (7)	Piece (8)	Overall (9)	Men (10)	Women (11)	Time (12)	Piece (13)	Total (14)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	3-74	4-42	5-03	—	5-02	5-37	5-03	558	—	540	18	558
2	Front Sizer ..	4-28	4-28	4-28	—	4-28	—	4-28	5	—	5	—	5
3	Weaver (Four Looms) ..	2-01	4-04	2-85	2-03	—	2-83	2-83	686	18	—	704	704
4	Weaver (Two Looms) ..	4-07	4-07	4-16	—	4-16	—	4-16	365	—	365	—	365
5	Drawer ..	3-67	3-80	3-75	—	—	3-75	3-75	9	—	—	9	9
6	Back Sizer ..	1-50	1-50	1-50	—	1-50	—	1-50	5	—	5	—	5
7	Double Rower ..	—	—	—	—	—	—	—	—	—	—	—	—
8	Warper (Ordinary) ..	0-52	0-73	3-70	0-48*	—	0-59	0-59	9	265	—	274	274
9	Front Machine Folder ..	—	—	—	—	—	—	—	—	—	—	—	—
10	Double Sider ..	3-68	3-87	4-11	—	4-11	—	4-11	6,521	—	6,521	—	6,521
11	Reacher ..	3-44	3-44	3-44	—	—	3-44	3-44	5	—	—	5	5
12	Creeper (High Speed) ..	—	—	—	—	—	—	—	—	—	—	—	—
13	Inter Tenter ..	3-69	3-70	3-84	—	3-83	4-02	3-84	1,476	—	1,409	67	1,476
14	Winder (High Speed Machine) ..	—	—	—	—	—	—	—	—	—	—	—	—
15	Oiler ..	3-73	4-06	4-05	—	4-05	—	4-05	891	—	891	—	891
16	Card Grinder ..	3-72	3-72	3-85	—	3-85	—	3-85	347	—	347	—	347
17	Drawing Tenter ..	3-71	3-71	3-83	—	3-83	—	3-83	810	—	810	—	810
18	Mar-door (General) ..	3-51	3-51	3-58	0-64	3-57	1-50	3-54	1,557	18	1,557	18	1,575
19	Bobbin Carrier ..	3-50	3-50	3-61	—	3-61	—	3-61	590	—	590	—	590
20	Slubbing Tenter ..	3-93	3-95	4-09	—	4-08	4-22	4-09	414	—	387	27	414
21	Doffer Boy ..	3-47	3-47	3-60	—	3-60	—	3-60	10,359	—	10,359	—	10,359
22	Winder ..	2-31	2-33	3-89	0-55	3-90	1-72	3-65	2,933	284	2,848	369	3,217
23	Single Rower ..	3-77	4-12	4-06	—	4-07	3-88	4-06	1,377	—	1,332	45	1,377
24	Single Sider ..	3-63	3-63	4-32	—	4-32	—	4-32	558	—	558	—	558
25	Reeler ..	3-38	3-72	3-54	3-78	—	3-56	3-56	6,741	603	—	7,344	7,344
All occupations in the Stratum													
Percentage of workers in the above occupations													
		3-43	3-68	3-81	2-49	3-86	3-43	3-78	80-8	98-6	77-7	95-3	81-2

\*Relates to *Usual* Women (piece-rated) workers in a small hand-loom weaving factory. Presumably they did not have a full day's work and the earnings relate to shorter hours worked.

**STATEMENT 1(d)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
*Stratum : Bangalore*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers						
		Min.	Max.	(4)	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Jobber	2.49	4.15	3.29	—	—	3.29	—	3.29	145	—	145	—	145
2	Front Sizer	2.82	3.54	3.17	—	—	3.17	—	3.17	15	—	15	—	15
3	Weaver (Four Looms)	—	—	—	—	—	—	—	—	—	—	—	—	—
4	Weaver (Two Looms)	2.55	3.27	2.92	—	—	—	2.92	2.92	1,130	—	—	1,130	1,130
5	Drawer	2.63	3.19	3.00	—	—	3.00	—	3.00	35	—	35	—	35
6	Back Sizer	2.51	3.16	2.75	—	—	2.75	—	2.75	15	—	15	—	15
7	Double Rover	—	—	—	—	—	—	—	—	—	—	—	—	—
8	Warper (Ordinary)	2.63	3.01	2.84	—	—	2.84	—	2.84	20	—	20	—	20
9	Front Machine Folder	2.38	2.54	2.43	—	—	2.43	—	2.43	15	—	15	—	15
10	Double Sider	—	—	—	—	—	—	—	—	—	—	—	—	—
11	Reacher	2.38	2.38	2.40	—	—	2.40	—	2.40	35	—	35	—	35
12	Creeler (High Speed)	—	—	—	—	—	—	—	—	—	—	—	—	—
13	Inter Tenter	1.87	1.87	1.87	—	—	1.87	—	1.87	120	—	120	—	120
14	Winder (High Speed Machine)	—	—	—	—	—	—	—	—	—	—	—	—	—
15	Oilier	1.87	2.00	1.87	—	—	1.87	—	1.87	75	—	75	—	75
16	Card Grinder	1.87	1.87	1.87	—	—	1.87	—	1.87	30	—	30	—	30
17	Drawing Tenter	1.87	1.87	1.87	—	—	1.87	—	1.87	75	—	75	—	75
18	Mazdoor (General)	2.08	2.45	2.15	—	—	2.15	—	2.15	425	—	425	—	425
19	Bobbin Carrier	—	—	—	—	—	—	—	—	—	—	—	—	—
20	Slubbing Tenter	—	—	—	—	—	—	—	—	—	—	—	—	—
21	Doffer Boy	1.37	1.37	1.37	—	—	1.37	—	1.37	60	—	60	—	60
22	Winder	1.65	2.65	2.52	—	1.94	—	2.21	2.21	300	490	—	850	850
23	Single Rover	—	—	—	—	—	—	—	—	—	—	—	—	—
24	Single Sider	1.78	1.78	1.87	—	—	1.87	—	1.87	645	—	645	—	645
25	Reeler	0.55	1.25	1.40	—	0.97	—	1.17	1.17	1,170	1,335	—	2,505	2,505
All occupations in the Stratum														
Percentage of workers in the above occupations														
		1.37	2.12	2.17	..	..	..	..	..	81.5	100.0	63.3	100.0	86.2

**STATEMENT I(e)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
*Stratum : Ahmedabad*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers				Total			
		Min.	Max.	Men		Women		Overall	Men	Women	Time		Piece		
				(3)	(4)	(5)	(6)							(7)	(8)
1	Jobber	6.79	9.08	7.82	—	5.90	9.13	7.82	2,262	—	—	911	1,351	2,262	
2	Front Sizer	5.22	5.22	5.24	—	5.24	—	5.24	695	—	—	695	—	695	
3	Weaver (Four Looms)	7.01	7.72	7.18	—	7.20	7.12	7.18	271	—	—	197	74	271	
4	Weaver (Two Looms)	4.65	5.67	5.39	—	4.99	5.39	5.39	37,675	—	—	56	37,619	37,675	
5	Drawer	4.39	5.57	5.21	—	5.44	5.19	5.21	1,024	—	—	71	953	1,024	
6	Back Sizer	4.31	4.31	4.31	—	4.31	4.31	4.31	747	—	—	747	—	747	
7	Double Rover	4.82	5.22	4.99	—	4.62	5.03	4.99	1,017	—	—	96	921	1,017	
8	Warper (Ordinary)	5.12	5.92	5.59	—	5.68	5.59	5.59	472	—	—	19	453	472	
9	Front Machine Folder	4.36	4.36	4.36	—	4.36	5.22	4.36	235	—	—	235	—	235	
10	Double Sider	4.55	5.11	4.91	4.88	4.86	5.22	4.91	7,272	431	6,588	975	1,115	7,703	
11	Reacher	3.90	3.90	3.90	—	3.90	—	3.90	975	—	—	975	—	975	
12	Greeler (High Speed)	4.07	4.21	4.11	—	4.11	—	4.11	242	—	—	242	—	242	
13	Inter Tenter	4.12	4.63	4.44	—	—	4.44	4.44	1,834	—	—	—	1,834	1,834	
14	Winder (High Speed Machine)	4.42	5.00	4.73	4.61	4.85	4.58	4.67	867	686	553	553	1,000	1,553	
15	Oilier	4.11	4.91	4.56	—	4.54	5.28	4.56	1,488	—	—	1,454	34	1,488	
16	Card Grinder	4.34	4.36	4.32	—	4.32	4.46	4.32	679	—	—	679	—	679	
17	Drawing Tenter	4.21	4.49	4.45	3.81	4.35	4.46	4.45	1,337	8	112	112	1,233	1,345	
18	Mazdoor General	3.90	4.11	3.96	3.93	3.96	—	3.96	4,687	213	4,900	4,900	—	4,900	
19	Bobbin Carrier	4.02	4.02	4.03	4.09	4.03	—	4.03	882	12	894	894	—	894	
20	Slubbing Tenter	4.34	4.70	4.60	4.63	4.57	4.60	4.60	918	8	12	12	914	926	
21	Doffer Boy	3.92	3.94	3.90	3.93	3.90	4.35	3.90	8,381	595	8,976	8,976	—	8,976	
22	Winder	4.09	4.55	4.34	4.21	3.90	4.35	4.31	1,558	1,024	240	240	2,342	2,582	
23	Single Rover	4.25	4.51	4.35	—	4.40	4.35	4.35	728	38*	62	62	704	766	
24	Single Sider	4.19	4.31	4.52	4.34	4.47	4.63	4.49	836	188	900	900	124	1,024	
25	Reeler	4.05	4.15	4.09	4.05	4.02	4.08	4.06	85	229	95	95	219	314	
All occupations in the stratum														73.0	73.4
Percentage of workers in the above occupations														96.5	96.5

\*Did not come in the sample.





**STATEMENT 1(g)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
**Saturn—Sholapur**

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men		Women		Overall	Men	Women	Time (12)	Piece (13)	Total (14)
				(5)	(6)	(7)	(8)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	4.44	6.22	5.43	—	4.82	5.93	5.43	499	—	225	274	499
2	Front Sizer ..	4.12	4.12	4.22	—	4.22	—	4.22	86	—	86	—	86
3	Weaver (Four Looms) ..	1.03	1.61	3.13	—	—	3.13	3.13	63	762*	—	825	825
4	Weaver (Two Looms) ..	3.20	4.33	3.66	—	—	3.66	3.66	3,409	—	—	5,409	5,409
5	Drawer ..	3.00	4.80	4.22	—	—	4.22	4.22	94	—	—	94	94
6	Back Sizer ..	3.31	3.31	3.42	—	3.42	—	3.42	86	—	86	—	86
7	Double Rover ..	3.03	3.66	3.48	—	—	3.48	3.48	207	—	—	207	207
8	Warper (Ordinary) ..	3.35	4.43	3.99	—	—	3.99	3.99	58	—	—	58	58
9	Front Machine Folder ..	3.03	3.03	3.03	—	3.03	—	3.03	216	—	216	—	216
10	Double Sider ..	3.00	3.67	3.42	—	3.42	—	3.42	1,314	—	1,314	—	1,314
11	Reacher ..	2.30	3.38	3.24	—	—	3.24	—	94	—	—	94	94
12	Creeper (High Speed) ..	3.25	3.25	3.25	—	3.25	—	3.25	9	—	9	—	9
13	Inter Tenter ..	2.85	3.69	3.22	—	—	3.22	3.22	144	—	—	144	144
14	Winder (High Speed Machine) ..	2.92	3.24	—	3.06	—	3.06	3.06	—	216	—	216	216
15	Oiler ..	2.85	3.25	3.05	—	3.05	—	3.05	117	—	117	—	117
16	Card Grinder ..	3.00	3.00	3.00	—	3.00	—	3.00	77	—	77	—	77
17	Drawing Tenter ..	—	—	—	—	—	—	—	—	—	—	—	—
18	Macdoor (General) ..	2.76	3.00	2.89	—	2.89	—	2.89	1,607	—	1,607	—	1,607
19	Bobbin Carrier ..	2.75	2.75	2.74	—	2.74	—	2.74	310	—	310	—	310
20	Slubbing Tenter ..	3.01	3.26	3.16	—	—	3.16	3.16	90	—	—	90	90
21	Doffer Boy ..	2.75	2.75	2.71	—	2.71	—	2.71	1,094	—	1,094	—	1,094
22	Winder ..	1.50	1.74	3.04	2.79	—	2.92	2.92	171	488	—	659	659
23	Single Rover ..	—	—	—	—	—	—	—	—	—	—	—	—
24	Single Sider ..	2.36	2.73	—	2.55	—	2.55	—	—	—	—	—	—
25	Reeler ..	—	—	—	—	—	—	—	—	239	—	239	239
All occupations in the stratum ..		2.95	3.55	3.40	2.80	3.15	3.64	3.37	72.0	92.7	54.1	96.0	74.1
Percentage of workers in the above occupations ..													

\*Information regarding earnings not available.

**STATEMENT I(h)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**  
**Stratun—Nagpur**

[illegible]

STATEMENT I(i)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

Stratum—Iadore

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers				Total	
		Min.	Max.	Men		Women		Overall	Men	Women	Time		Piece
				(5)	(6)	(7)	(8)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	6.88	7.54	7.60	—	6.15	8.08	7.69	330	—	66	264	330
2	Front Sizer ..	5.17	5.17	5.85	—	5.85	—	5.85	120	—	120	—	120
3	Weaver (Four Looms) ..	—	—	—	—	—	—	—	—	—	—	—	—
4	Weaver (Two Looms) ..	3.85	4.63	4.57	—	—	4.57	4.57	6,009	—	—	6,009	6,009
5	Drawer ..	4.21	5.00	4.92	—	—	4.92	4.92	153	—	—	153	153
6	Back Sizer ..	4.24	4.24	4.73	—	4.73	—	4.73	120	—	120	—	120
7	Double Rover ..	3.87	4.21	4.33	—	—	4.33	4.33	240	—	—	240	240
8	Warper (Ordinary) ..	4.04	5.02	4.83	—	—	4.83	4.83	156	—	—	156	156
9	Front Machine Folder ..	3.60	3.60	3.98	—	3.98	—	3.98	87	—	87	—	87
10	Double Sider ..	3.61	4.54	4.31	—	—	4.31	4.31	1,527	—	—	1,527	1,527
11	Reacher ..	3.68	4.62	4.21	—	—	4.21	4.21	153	—	—	153	153
12	Creeler (High Speed) ..	—	—	—	—	—	—	—	—	—	—	—	—
13	Inter Tenter ..	4.19	4.60	4.80	—	—	4.80	4.80	252	—	—	252	252
14	Winder (High Speed Machine) ..	—	—	—	—	—	—	—	—	—	—	—	—
15	Oiler ..	3.64	4.21	4.38	—	4.38	—	4.38	336	—	336	—	336
16	Card Grinder ..	3.80	4.02	4.28	—	4.28	—	4.28	159	—	159	—	159
17	Drawing Tenter ..	4.17	4.46	4.54	—	—	4.54	4.54	390	—	—	390	390
18	Mazdoor (General) ..	3.40	3.70	3.77	—	3.77	—	3.77	1,290	—	1,290	—	1,290
19	Bobbin Carrier ..	3.44	3.44	3.79	—	3.79	—	3.79	24	—	24	—	24
20	Slubbing Tenter ..	4.24	4.68	4.69	—	—	4.69	4.69	132	—	—	132	132
21	Doffer Boy ..	3.40	3.40	3.80	—	3.80	—	3.80	1,704	—	1,704	—	1,704
22	Winder ..	3.40	4.18	3.89	4.13	—	4.09	4.09	120	732	—	852	852
23	Single Rover ..	—	—	—	—	—	—	—	—	—	—	—	—
24	Single Sider ..	—	—	—	4.11	—	4.11	—	—	180	—	180	180
25	Reeler ..	3.40	4.09	—	—	—	—	—	—	—	—	—	—
All occupations in the stratum ..													
Percentage of workers in the above occupations ..													
		3.80	4.33	4.42	4.09	4.17	4.58	4.40	77.5	92.4	49.9	99.6	78.3

**STATEMENT I(j)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY**

Stratum—*Kanpur*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	5.32	8.55	7.14	—	4.37	7.92	7.14	1,908	—	423	1,485	1,508
2	Front Sizer ..	4.14	4.14	4.37	—	4.37	—	4.37	277	—	277	—	277
3	Weaver (Four Looms) ..	4.97	5.64	5.50	—	—	5.50	5.50	1,165	—	—	1,165	1,165
4	Weaver (Two Looms) ..	4.06	4.73	4.68	—	—	4.68	4.68	15,622	—	—	15,622	15,622
5	Drawer ..	3.64	4.70	4.45	—	—	4.45	4.45	360	—	—	360	360
6	Back Sizer ..	3.82	3.82	3.79	—	3.79	—	3.79	295	—	295	—	295
7	Double Rover ..	—	—	—	—	—	—	—	—	—	—	—	—
8	Warper (Ordinary) ..	4.25	5.12	5.14	—	—	5.14	5.14	330	—	—	330	330
9	Front Machine Folder ..	3.72	3.72	3.70	—	3.70	—	3.70	55	—	55	—	55
10	Double Sider ..	3.91	3.95	3.94	—	3.94	—	3.94	130	—	130	—	130
11	Reacher ..	3.60	3.60	3.27	—	3.27	—	3.27	250	—	250	—	250
12	Creeler (High Speed) ..	3.59	3.62	3.56	—	3.56	—	3.56	90	—	90	—	90
13	Inter Tenter ..	3.77	4.28	3.96	—	—	3.96	3.96	655	—	—	655	655
14	Winder (High Speed Machine)	—	—	—	—	—	—	—	—	—	—	—	—
15	Oiler ..	3.66	4.28	3.72	—	3.72	—	3.72	175	—	175	—	175
16	Card Grinder ..	3.69	3.89	3.78	—	3.78	—	3.78	510	—	510	—	510
17	Drawing Tenter ..	4.24	4.89	4.49	—	—	4.49	4.49	305	—	305	—	305
18	Mazdoor (General) ..	3.64	4.08	3.72	—	3.72	2.91	3.72	4,453	—	4,451	2	4,453
19	Bobbin Carrier ..	3.80	3.90	3.83	—	3.83	—	3.83	195	—	195	—	195
20	Shubbing Tenter ..	3.76	4.69	4.30	—	—	4.30	4.30	295	—	295	—	295
21	Doffer Boy ..	3.58	3.70	3.57	—	3.57	—	3.57	3,260	—	3,260	—	3,260
22	Winder ..	3.54	4.40	4.16	—	3.26	4.17	4.16	2,817	—	27	2,790	2,817
23	Single Rover ..	3.78	4.76	3.86	—	—	3.86	3.86	1,775	—	—	1,775	1,775
24	Single Sider ..	3.66	3.84	3.68	—	3.68	—	3.68	6,515	—	6,515	—	6,515
25	Reeler ..	3.40	3.88	3.74	—	—	3.74	3.74	1,570	—	—	1,570	1,570
All occupations in the stratum													
Percentage of workers in the above occupations ..		3.89	4.51	4.27	—	3.74	4.70	4.27	84.2	—	72.7	93.5	84.2

# STATEMENT I(ii)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

stratum—*Delhi*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers						
		Min.	Max.	Men		Women		Overall	Time	Men	Women	Time	Piece	Total
				(3)	(4)	(5)	(6)							
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Jobber ..	5.72	9.78	7.81	—	5.22	8.34	7.81	615	—	105	510	615	
2	Front Sizer ..	5.63	6.13	5.84	—	5.84	—	5.84	207	—	207	—	207	
3	Weaver (Four Looms) ..	—	5.64	—	—	2.20	4.49	4.48	6,865	—	4	6,861	6,865	
4	Weaver (Two Looms) ..	3.61	5.31	4.39	—	5.18	4.38	4.39	375	—	3	372	375	
5	Drawer ..	4.17	4.43	4.61	—	4.61	—	4.61	198	—	198	—	198	
6	Back Sizer ..	3.40	5.24	4.37	—	4.37	—	4.37	78	—	78	—	78	
7	Double Rover ..	3.93	6.39	5.02	—	2.12	5.04	5.02	157	—	1	156	157	
8	Warper (Ordinary) ..	3.53	3.53	3.56	—	3.56	—	3.56	51	—	51	—	51	
9	Front Machine Folder ..	3.53	4.45	4.44	—	4.44	—	4.44	537	—	537	—	537	
10	Double Sider ..	3.53	4.45	4.44	—	4.44	—	4.44	675	—	3	672	675	
11	Reacher ..	3.06	4.23	3.81	—	3.75	3.81	3.81	81	—	81	—	81	
12	Creeper (High Speed) ..	3.37	3.42	3.38	—	3.38	—	3.38	456	—	54	402	456	
13	Inter Tenter ..	3.55	4.58	4.18	—	5.01	4.07	4.18	459	3*	—	462	462	
14	Winder (High Speed Machine) ..	3.65	4.11	3.68	—	—	3.68	3.68	411	—	411	—	411	
15	Oiler ..	3.65	3.79	3.81	—	3.81	—	3.81	213	—	213	—	213	
16	Card Grinder ..	3.64	3.64	4.31	—	4.31	—	4.31	315	—	36	279	315	
17	Drawing Tenter ..	4.28	5.64	4.85	—	5.34	4.79	4.85	2,430	12*	2,436	6	2,442	
18	Macdonor (General) ..	3.56	3.88	3.41	—	3.41	3.62	3.41	324	—	324	—	324	
19	Bobbin Carrier ..	3.37	3.44	3.36	—	3.36	—	3.36	189	—	189	—	189	
20	Slubbing Tenter ..	3.63	5.05	4.35	—	—	4.35	4.35	1,992	—	1,992	—	1,992	
21	Doffer Boy ..	3.37	3.43	3.56	1.66	3.56	3.75	3.56	2,996	20	16	3,000	3,016	
22	Winder ..	2.94	5.09	3.76	—	3.16	3.75	3.75	147	—	147	—	147	
23	Single Rover ..	3.52	4.20	3.67	—	3.67	—	3.67	1,746	—	1,746	—	1,746	
24	Single Sider ..	3.56	3.66	3.52	—	3.52	—	3.52	498	9	—	507	507	
25	Reeler ..	3.18	4.01	3.55	3.51	—	3.54	3.54	—	—	—	—	—	
All occupations in the stratum ..														57.6
Percentage of workers in the above occupations ..														38.9
Percentage of workers in the above occupations ..														45.3
Percentage of workers in the above occupations ..														69.9
Percentage of workers in the above occupations ..														57.6

\*Did not come in the sample.

STATEMENT I(i)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

Stratum—*Jauipur & Ajmer*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Jobber ..	3.19	4.33	3.46	—	3.46	—	3.46	100	—	100	—	100
2	Front Sizer ..	4.25	4.25	3.57	—	3.57	—	3.57	15	—	15	—	15
3	Weaver (Four Looms) ..	—	—	—	—	—	—	—	—	—	—	—	—
4	Weaver (Two Looms) ..	3.19	4.56	3.47	—	—	3.47	3.47	700	—	—	700	700
5	Drawer ..	2.75	3.38	2.94	—	—	2.94	2.94	20	—	—	20	20
6	Back Sizer ..	2.75	2.81	2.32	—	2.32	—	2.32	15	—	15	—	15
7	Double Rover ..	2.19	2.94	2.36	—	—	2.36	2.36	100	—	—	100	100
8	Warper (Ordinary) ..	—	—	—	—	—	—	—	—	—	—	—	—
9	Front Machine Folder ..	—	—	—	—	—	—	—	—	—	—	—	—
10	Double Sider ..	2.75	3.26	2.50	—	2.50	—	2.50	573	—	573	—	573
11	Reacher ..	1.88	3.13	2.11	—	—	2.11	2.11	18	—	—	18	18
12	Creeler (High Speed) ..	—	—	—	—	—	—	—	—	—	—	—	—
13	Inter Tenter ..	2.16	2.83	2.47	—	—	2.47	2.47	148	—	—	148	148
14	Winder (High Speed Machine).	—	—	—	—	—	—	—	—	—	—	—	—
15	Oiler ..	2.36	3.18	2.54	—	2.54	—	2.54	100	—	100	—	100
16	Card Grinder ..	2.44	2.50	2.32	—	2.32	—	2.32	48	—	48	—	48
17	Drawing Tenter ..	2.23	2.84	2.47	—	—	2.47	2.47	165	—	—	165	165
18	Mazdoor (General) ..	2.12	2.27	2.09	1.81	2.07	—	2.07	783	45	828	—	828
19	Bobbin Carrier ..	2.12	2.41	2.01	—	1.94	2.32	2.01	113	—	93	20	113
20	Slubbing Tenter ..	2.33	2.77	2.49	—	1.99	2.78	2.49	83	—	30	53	83
21	Doffer Boy ..	2.15	2.15	1.90	—	1.90	—	1.90	470	—	470	—	470
22	Winder ..	2.10	2.30	2.20	2.29	—	2.24	2.24	52	38	—	90	90
23	Single Rover ..	—	—	—	—	—	—	—	—	—	—	—	—
24	Single Sider ..	2.22	2.22	2.02	—	2.02	—	2.02	375	—	375	—	375
25	Reeler ..	2.12	2.76	2.33	2.41	—	2.37	2.37	355	448	—	803	803
All occupations in the stratum ..													
Percentage of workers in the above occupations ..													
									81.6	98.7	73.2	100.0	83.2

STATEMENT I(m)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE COTTON TEXTILE INDUSTRY

Stratum—Residual

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Jobber	4.00	5.15	4.67	3.48	3.87	6.25	4.67	5,075	4	3,364	1,715	5,079
2	Front Sizer	4.38	4.37	4.60	—	4.60	—	4.60	643	—	643	—	643
3	Weaver (Four Looms)	4.17	5.46	4.48	—	—	4.48	4.48	4,620	—	—	4,620	4,620
4	Weaver (Two Looms)	2.99	3.99	3.66	2.70	—	3.64	3.64	44,312	817	—	45,129	45,129
5	Drawer	3.59	4.15	4.20	—	3.97	4.22	4.20	972	—	71	901	972
6	Back Sizer	3.33	3.38	3.49	—	3.49	—	3.49	667	—	667	—	667
7	Double Rover	4.36	4.78	4.53	—	3.93	4.60	4.53	2,415	8*	234	2,189	2,423
8	Warper (Ordinary)	3.57	4.11	4.20	—	4.13	4.23	4.20	824	—	220	604	824
9	Front Machine Folder	3.10	3.19	3.27	—	3.30	2.20	3.27	397	—	385	12	397
10	Double Sider	3.65	4.07	3.98	3.49	3.97	—	3.97	22,689	492	23,181	—	23,181
11	Reacher	3.06	3.29	3.38	—	3.38	3.33	3.38	992	—	437	555	992
12	Creeler (High Speed)	2.71	2.92	3.08	—	3.01	3.17	3.08	512	—	278	234	512
13	Inter Tenter	2.91	3.19	3.24	—	3.44	3.18	3.24	3,178	4*	762	2,420	3,182
14	Winder (High Speed Machine)	2.73	3.55	3.38	2.82	4.25	3.19	3.25	3,682	1,115	254	4,543	4,797
15	Oiler	2.97	3.22	3.25	—	3.24	4.16	3.25	3,299	—	3,271	28	3,299
16	Card Grinder	3.04	3.14	3.22	—	3.22	3.89	3.22	2,788	—	2,760	28	2,788
17	Drawing Tenter	3.03	3.57	3.16	2.79	2.38	3.34	3.15	5,962	48	1,151	4,859	6,010
18	Mazdoor (General)	2.54	2.58	2.70	1.45	2.68	3.38	2.68	11,764	187	11,947	4	11,951
19	Bobbin Carrier	2.71	2.77	2.94	1.46	2.90	—	2.90	3,533	104	3,637	—	3,637
20	Slubbing Tenter	2.49	2.98	3.00	1.25	2.87	3.29	2.97	4,608	92	3,553	1,147	4,700
21	Doffer Boy	2.44	2.46	2.55	4.04	2.56	2.08	2.56	37,973	111	37,925	159	38,084
22	Winder	2.25	2.85	3.12	2.18, 0.72†	3.22	2.61	2.72	13,186	4,502	3,330	15,237	18,567
23	Single Rover	2.18	2.48	2.32	2.89	3.89	2.30	2.32	5,631	35	393	5,273	5,966
24	Single Sider	2.05	2.08	2.17	3.16	2.17	—	2.17	44,694	167	44,861	—	44,861
25	Reeler	2.05	2.66	3.24	1.94	2.54	2.53	2.53	19,681	23,732	143	43,270	43,413
All occupations in the stratum													
Percentage of workers in the above occupations		2.74	3.15	3.17	2.05, 0.72†	2.99	3.19	3.07	76.2	99.8/100.0†	67.5	94.9	78.4

\*Did not come in the sample.  
†Children.

†Children.

\*Did not come in the sample.



# STATEMENT II

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE JUTE TEXTILE INDUSTRY

*Industry as a whole*

Industry as a whole			Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers					
Serial No.	Name of Occupation	No.	Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Carpenter ..	..	3.54	5.16	4.47	—	4.47	—	4.47	1,499	—	1,499	—	1,499
2	Sectional Sarder ..	..	3.46	4.98	4.06	—	3.52	4.99	4.06	8,699	4*	5,544	3,159	8,703
3	Mistry ..	..	3.36	5.39	4.58	—	4.58	—	4.58	5,534	—	5,534	—	5,534
4	Selector ..	..	3.32	3.64	3.53	2.89	2.77	3.61	3.47	1,447	119	240	1,326	1,666
5	Fitter ..	..	3.23	5.45	4.38	—	4.38	—	4.38	2,330	—	2,330	—	2,330
6	Beamer ..	..	3.14	3.73	3.41	—	3.14	3.72	3.41	5,538	—	3,030	2,508	5,538
7	Hemming Machine Operator ..	..	2.99	4.18	3.54	—	—	3.54	3.54	1,382	—	—	1,382	1,382
8	Sacking Weft Spinner ..	..	2.97	3.63	2.99	—	2.98	3.46	2.99	3,567	—	3,470	97	3,567
9	Hessian Warp Weft Sacking Warp Spinner ..	..	2.89	2.96	2.94	—	2.89	3.67	2.94	13,712	2*	12,891	823	13,714
10	Roon Cutter ..	..	2.87	3.10	2.99	2.12	2.60	4.29	2.98	3,726	56	2,972	810	3,782
11	Twister ..	..	2.87	2.89	2.83	2.93	2.80	3.71	2.83	1,667	91	1,703	55	1,758
12	Weaver ..	..	2.86	4.59	3.64	—	—	3.64	3.64	67,465	—	—	67,465	67,465
13	Spinner (Ordinary) ..	..	2.85	2.99	2.92	—	2.92	—	2.92	4,159	—	4,159	—	4,159
14	Oiler ..	..	2.78	3.11	2.98	—	2.98	—	2.98	3,067	—	3,067	—	3,067
15	Cop Winder ..	..	2.74	4.01	3.30	—	—	3.30	3.30	9,449	—	—	9,449	9,449
16	Roving Shifter ..	..	2.71	2.73	2.71	—	2.71	—	2.71	2,739	—	2,739	—	2,739
17	Spinning Shifter ..	..	2.68	2.68	2.70	2.97	2.70	—	2.70	7,432	190*	7,622	—	7,622
18	Warp Winder ..	..	2.67	3.97	3.24	2.97	—	3.19	3.19	1,736	1,736	4,943	8,343	8,343
19	Breaker Feeder ..	..	2.65	2.65	2.64	2.64	2.63	3.16	2.64	2,744	1,655	—	56	4,399
20	Hand Sewer ..	..	2.64	3.85	3.06	3.19	—	3.14	3.14	1,851	3,138	—	4,989	4,989
21	Madroor ..	..	2.62	3.13	2.85	2.31	2.74	3.27	2.84	32,178	337	26,154	6,361	32,515
22	Roving Feeder ..	..	2.62	2.65	2.67	2.61	2.65	—	2.65	927	667	1,594	141	1,594
23	Softener Feeder ..	..	2.62	2.64	2.72	—	2.68	3.05	2.72	1,519	9*	1,387	141	1,528
24	Sewing Machine Operator ..	..	2.61	3.87	3.28	—	3.44	3.28	2.63	3,893	—	—	3,886	3,893
25	Pin Boy ..	..	2.60	2.68	2.63	2.60	2.63	—	2.63	1,287	—	1,287	—	1,287
26	Softener Receiver ..	..	2.59	2.60	2.59	2.60	2.59	3.01	2.59	1,969	133	1,225	7	1,232
27	Sweeper ..	..	2.57	2.57	2.60	2.53	2.59	—	2.59	2,094	378	2,472	—	2,472
28	Helper ..	..	2.55	2.55	2.57	1.87	2.55	—	2.55	1,683	63	1,746	—	1,746
All occupations in the industry 2.87													82.5	
Percentage of workers in the above occupations													95.9	
*Women workers did not come in the sample.													82.5	

\*Women workers did not come in the sample.

# STATEMENT II(a)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE JUTE TEXTILE INDUSTRY

### Stratum — West Bengal

Serial No.	Name of Occupation	Average Wage rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Carpenter	3.97	5.28	4.55	—	4.55	—	4.55	1,407	—	1,407	—	1,407
2	Sectional Sarder	3.49	5.02	4.09	—	3.50	5.07	4.09	7,973	—	4,990	2,983	7,973
3	Maistry	3.35	5.35	4.58	—	4.58	—	4.58	5,292	—	5,292	—	5,292
4	Selector	3.35	3.69	3.52	3.68	3.08	3.59	3.52	1,363	67	178	1,552	1,430
5	Fitter	3.29	5.51	4.49	—	4.49	—	4.49	2,106	—	2,106	—	2,106
6	Beamer	3.16	3.76	3.42	—	3.16	3.73	3.42	5,190	—	2,843	2,347	5,190
7	Hemming Machine Operator	2.98	4.18	3.50	—	3.50	3.50	3.50	1,287	—	1,287	—	1,287
8	Sacking Weft Spinner	2.99	3.02	3.00	—	2.99	3.46	3.00	3,050	—	2,953	97	3,050
9	Hessian Warp Weft and Sacking Warp Spinner	2.89	2.96	2.94	—	2.89	3.67	2.94	12,605	2*	11,784	823	12,607
10	Root Cutter	2.89	3.13	3.00	2.62	2.62	4.29	3.00	3,642	19	2,851	810	3,661
11	Twister	2.78	2.81	2.77	2.81	2.77	3.71	2.80	1,370	47	1,362	55	1,417
12	Weaver	2.87	4.60	3.66	—	—	3.66	3.66	64,825	—	3,642	64,825	64,825
13	Spinner (Ordinary)	2.86	3.00	2.93	—	2.93	—	2.93	3,642	—	3,642	—	3,642
14	Oiler	2.77	3.11	2.98	—	2.98	—	2.98	2,847	—	2,847	—	2,847
15	Cop Winder	2.74	4.03	3.33	—	—	3.33	3.33	9,046	—	2,079	9,046	9,046
16	Roving Shifter	2.73	2.73	2.73	—	2.73	—	2.73	2,079	—	2,079	—	2,079
17	Spinning Shifter	2.67	2.67	2.68	—	2.68	—	2.68	6,666	36*	6,702	—	6,702
18	Warp Winder	2.70	4.03	3.28	3.03	—	3.23	3.23	6,226	1,651	—	7,877	7,877
19	Breaker Feeder	2.64	2.64	2.63	2.63	2.62	3.16	2.63	2,564	1,549	4,057	56	4,113
20	Hand Sewer	2.65	3.91	3.12	3.19	3.17	3.17	3.17	1,462	3,138	—	4,600	4,600
21	Mazdoor	2.62	3.14	2.85	2.62	2.75	3.29	2.85	31,085	92	24,996	6,181	31,177
22	Roving Feeder	2.60	2.63	2.63	2.63	2.63	—	2.63	729	641	1,370	—	1,370
23	Softener Feeder	2.62	2.64	2.72	—	2.68	3.05	2.72	1,435	9*	1,303	141	1,444
24	Sewing Machine Operator	2.62	3.89	3.27	—	3.44	3.27	3.27	3,585	—	7	3,578	3,585
25	Pin Boy	2.61	2.67	2.64	—	2.64	—	2.64	1,247	—	1,247	—	1,247
26	Softener Receiver	2.58	2.59	2.58	2.60	2.58	3.01	2.58	1,033	133	1,159	7	1,166
27	Sweeper	2.58	2.58	2.60	2.57	2.60	—	2.60	2,014	319	2,333	—	2,333
28	Helper	2.59	2.59	2.59	—	2.59	—	2.59	1,599	—	1,599	—	1,599
All occupations in the stratum		2.88	3.78	3.31	2.91	3.04	3.58	3.29	82.8	84.7	71.2	96.1	82.9
Percentage of workers in the above occupations		..											

\*Did not come in the sample.

**STATEMENT II(6)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE JUTE TEXTILE INDUSTRY**  
**Stratum —Residual**

[illegible]

\*Did not come in the sample.

# STATEMENT III

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SILK TEXTILE INDUSTRY

*industry as a whole.*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers.					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Head Jobber	..	6-10	7-12	6-68	5-83	9-74	6-68	242	—	189	53	242
2	Jobber	..	5-35	6-81	5-94	5-43	9-74	5-93	1,915	8	1,700	223	1,923
3	Foreman	..	5-04	7-17	5-85	3-06	—	5-75	312	12	324	—	324
4	Carpenter	..	4-09	4-71	4-36	—	—	4-36	359	—	359	—	359
5	Fitter	..	3-77	4-93	4-19	—	—	4-19	942	—	942	—	942
6	Warper	..	3-67	4-33	3-86	—	6-01	3-86	1,380	—	1,223	157	1,380
7	Weaver	..	3-66	5-37	4-59	—	4-63	4-59	22,721	—	587	22,134	22,721
8	Drawer-in	..	3-61	4-45	4-04	—	5-28	4-04	695	—	396	299	695
9	Auto Loom Weaver	..	3-43	6-09	4-78	—	4-84	4-78	7,526	2†	172	7,356	7,528
10	Hand Folder	..	3-35	3-61	3-38	4-09	4-56	3-48	571	98	654	15	669
11	Reacher	..	3-34	3-74	3-69	3-80	4-58	3-70	478	4	259	223	482
12	Mazdoor	..	3-27	3-49	3-35	1-32	7-30	3-33	4,168	43	4,154	57	4,211
13	Packer	..	2-99	3-65	2-99	3-89	—	3-17	315	78	393	—	393
14	Fireman	..	2-62	3-68	2-65	—	—	2-65	197	—	197	—	197
15	Dyer	..	2-33	3-05	2-43	—	—	2-43	530	—	530	—	530
16	Winder	..	2-10	2-42	2-21	2-38/	2-04	2-24	4,259	1,888/	5,846	371	6,217
17	Twister	..	1-95	2-35	2-14	0-80*	—	2-16	1,663	70*	1,701	—	1,701
18	Knottter	..	1-88	2-00	2-35	3-13	—	2-16	158	38	257	—	257
19	Re-Reeler	..	1-40	1-56	1-59	1-75	—	1-90	169	99	343	—	343
20	Picker	..	1-31	1-38	1-43	1-34	—	1-67	55	174	120	—	120
21	Silk Examiner	..	1-29	1-35	—	1-31	—	1-38	—	65	91	—	91
22	Cocoon Reeler	..	1-25	1-49	1-39	1-31	—	1-31	298	91	1,314	—	1,314
23	Cooker	..	1-21	1-32	—	1-37	—	1-37	—	1,016	574	—	574
24	Double	..	1-15	1-41	1-38	1-31	—	1-31	—	574	317	—	317
25	Sorter	..	1-15	1-24	0-44	1-36	—	1-38	278	39	224	—	224
	All occupations in the industry	..	3-28	4-48	4-09	1-24	—	1-21	8	216	—	—	—
	Percentage of workers in the above occupations	..	..	..	1-68/	2-83	4-91	3-89	87-7	90-1/	76-1	99-4	87-9
		..	..	..	0-78*	..	..	..	87-5*	87-5*	..	..	..
		..	..	..	..	..	..	..	..	..	..	..	..

\*†Did not come in the sample

\*Children  
†Did not come in the sample.

**STATEMENT III(a)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SILK TEXTILE INDUSTRY**  
*stratum — Bombay and Bombay Suburban*

S. No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers										
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total					
1	Head Jobber	7.26	8.54	8.29	—	7.30	9.60	8.29	113	—	64	49	113					
2	Jobber	6.79	8.08	7.45	5.41	6.77	9.65	7.45	725	2	553	174	727					
3	Foreman	6.37	9.70	7.68	4.66	7.61	—	7.61	150	4	154	—	154					
4	Carpenter	4.90	5.45	5.14	—	5.14	—	5.14	200	—	200	—	200					
5	Fitter	4.99	5.88	5.39	—	5.39	—	5.39	303	—	303	—	303					
6	Warper	5.67	6.47	6.15	—	5.86	7.13	6.15	356	—	273	83	356					
7	Weaver	5.19	6.75	6.03	—	5.99	6.03	6.03	8,243	—	48	8,195	8,243					
8	Drawer-in	4.83	5.62	5.28	—	4.63	5.74	5.28	332	—	136	196	332					
9	Auto Loom Weaver	4.61	6.24	5.45	—	1.50	5.50	5.45	3,277	2*	38	3,241	3,279					
10	Hand Folder	3.95	4.03	3.98	4.09	3.98	4.93	4.00	299	98	386	11	397					
11	Reacher	3.86	4.27	4.28	3.80	3.81	4.62	4.28	338	4	145	197	342					
12	Mazdoor	3.79	3.87	3.83	—	3.83	—	3.83	2,809	4*	2,813	—	2,813					
13	Packer	3.85	3.92	3.98	3.89	3.94	—	3.94	116	78	194	—	194					
14	Fireman	4.09	4.09	4.13	—	4.13	—	4.13	31	—	31	—	31					
15	Dyer	3.96	4.06	3.99	—	3.99	—	3.99	139	—	139	—	139					
16	Winder	3.66	3.81	3.79	3.72	3.76	—	3.76	866	648	1,514	—	1,514					
17	Twister	3.94	4.09	3.98	4.06	3.99	—	3.99	386	24	410	—	410					
18	Knottier	3.83	3.83	3.82	—	3.82	—	3.82	67	—	67	—	67					
19	Re-Reeler	3.88	3.88	—	3.88	3.88	—	3.88	—	22	22	—	22					
20	Picker	—	—	—	—	—	—	—	—	—	—	—	—					
21	Silk Examiner	—	—	—	—	—	—	—	—	—	—	—	—					
22	Cocoon Reeler	—	—	—	—	—	—	—	—	—	—	—	—					
23	Cooker	—	—	—	—	—	—	—	—	—	—	—	—					
24	Doubler	—	—	—	—	—	—	—	—	—	—	—	—					
25	Sorter	—	—	—	—	—	—	—	—	—	—	—	—					
All occupations in the stratum														81.5	78.1	63.2	99.0	81.4
Percentage of workers in the above occupations																		

\* Did not come in the sample.

# STATEMENT III(b)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SILK TEXTILE INDUSTRY

Stratum — *Amritsar*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Head Jobber	..	..	..	..	5-33	—	5-33	2	—	2	—	2
2	Jobber	6-15	6-15	5-33	—	5-33	—	5-33	169	—	169	—	169
3	Foreman	3-67	6-29	4-40	—	4-40	—	4-40	12	—	12	—	12
4	Carpenter	5-90	6-67	5-70	—	5-70	—	5-70	32	—	32	—	32
5	Fitter	4-09	4-58	4-02	—	4-02	—	4-02	48	—	48	—	48
6	Warper	3-37	4-57	3-45	—	3-45	—	3-45	196	—	194	2	196
7	Weaver	2-61	3-49	2-59	—	2-58	3-30	2-59	1,500	—	—	1,500	1,500
8	Drawer-in	2-31	4-24	3-48	—	3-48	3-48	3-48	123	—	123	—	123
9	Auto Loom Weaver	1-83	3-47	2-27	—	2-27	—	2-27	1,268	—	—	1,268	1,268
10	Hand Folder	2-07	6-86	4-38	—	4-38	4-38	4-38	22	—	18	4	22
11	Reacher	2-31	4-16	2-93	—	2-79	3-54	2-93	—	—	—	—	—
12	Mazdoor	—	—	—	—	—	—	—	168	—	168	—	168
13	Packer	2-06	2-90	1-82	—	1-82	—	1-82	66	—	66	—	66
14	Fireman	2-13	3-94	2-60	—	2-60	—	2-60	18	—	18	—	18
15	Dyer	2-69	4-21	2-93	—	2-93	—	2-93	150	—	150	—	150
16	Winder	2-11	3-31	2-00	—	2-00	—	2-00	639	57/	663	45	708
17	Twister	1-76	2-45	1-87	1-13/	1-81	2-00	1-83	127	12*	127	—	127
18	Knitter	2-27	2-62	2-18	0-85*	2-18	—	2-18	—	—	—	—	—
19	Re-Reeler	—	—	—	—	—	—	—	—	—	—	—	—
20	Picker	—	—	—	—	—	—	—	—	—	—	—	—
21	Silk Examiner	—	—	—	—	—	—	—	—	—	—	—	—
22	Cocoon Reeler	—	—	—	—	—	—	—	—	—	—	—	—
23	Cooker	—	—	—	—	—	—	—	—	—	—	—	—
24	Doublet	—	—	—	—	—	—	—	—	—	—	—	—
25	Sorter	—	—	—	—	—	—	—	—	—	—	—	—
All occupations in the stratum													
Percentage of workers in the above occupations		2-23	4-42	3-23	1-34/	2-38	3-83	3-18	91-6	38-8/75-0*	79-0	98-8	90-0

\*Children.

**STATEMENT III(c).**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SILK TEXTILE INDUSTRY**  
**Stratum —Jammu and Kashmir**

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Head Jobber	1.54	1.54	1.33	—	1.33	—	1.33	8	—	8	—	8
2	Jobber	2.29	4.66	3.58	—	3.58	—	3.58	10	—	10	—	10
3	Foreman	3.07	5.58	4.83	—	4.83	—	4.83	2	—	2	—	2
4	Carpenter	2.45	2.65	3.49	—	3.49	—	3.49	10	—	10	—	10
5	Fitter	2.23	3.61	2.75	—	2.75	—	2.75	10	—	10	—	10
6	Warper	1.76	1.76	2.83	—	2.83	—	2.83	46	—	46	—	46
7	Weaver	0.97	2.25	1.40	—	1.40	—	1.40	430	—	430	—	430
8	Drawer-in	1.44	1.44	2.55	—	2.55	—	2.55	36	—	36	—	36
9	Auto Loom Weaver	3.79	6.36	4.44	—	4.44	—	4.44	358	—	358	—	358
10	Hand Folder	1.31	1.81	2.60	—	2.60	—	2.60	16	—	16	—	16
11	Reacher	—	—	—	—	—	—	—	—	—	—	—	—
12	Mazdoor	1.00	1.56	2.42	—	2.42	—	2.42	14	—	14	—	14
13	Packer	1.37	1.37	2.23	—	2.23	—	2.23	14	—	14	—	14
14	Fireman	1.56	1.86	3.07	—	3.07	—	3.07	4	—	4	—	4
15	Dyer	1.69	1.81	2.97	—	2.97	—	2.97	4	—	4	—	4
16	Winder	0.82	1.06	1.45	0.48*	1.41	—	1.41	122	4*	124	2†	126
17	Twister	0.95	1.18	1.92	—	1.92	—	1.92	98	—	98	—	98
18	Knottier	—	—	—	—	—	—	—	—	—	—	—	—
19	Re-Reeler	0.94	1.19	2.00	—	2.00	—	2.00	62	—	62	—	62
20	Picker	—	—	—	—	—	—	—	—	—	—	—	—
21	Silk Examiner	—	—	—	—	—	—	—	—	—	—	—	—
22	Cocoon Reeler	—	—	—	—	—	—	—	—	—	—	—	—
23	Cooker	—	—	—	—	—	—	—	—	—	—	—	—
24	Doubler	1.12	1.25	2.05	—	2.05	—	2.05	36	—	36	—	36
25	Sorter	—	—	—	—	—	—	—	—	—	—	—	—
All Occupations in the stratum													
Percentage of workers in the above occupations		1.79	3.00	2.49	0.47*	2.15	2.78	2.48	84.5	40.0*	67.9	99.2	84.2

\*Children.  
†Did not come in the sample.

STATEMENT III(d).

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SILK TEXTILE INDUSTRY

Stratum — *Residual*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)		Overall		Estimated Number of Workers		
		Min.	Max.	Men	Women	Time	Piece	Men	Women	Time
1	Head Jobber	5.31	6.16	5.54	—	5.34	11.45	119	—	115
2	Jobber	4.63	6.02	5.13	4.94	4.87	10.07	1,011	6	968
3	Foreman	3.69	4.74	4.02	2.26	3.93	—	148	8	156
4	Carpenter	2.84	3.64	3.18	—	3.18	—	117	—	117
5	Fitter	3.20	4.48	3.65	—	3.65	—	581	—	581
6	Warper	3.13	3.71	3.20	—	3.04	4.79	782	—	710
7	Weaver	2.90	4.71	3.89	—	2.98	3.92	12,548	—	539
8	Drawer-in	3.08	3.60	3.41	—	2.41	4.41	204	—	101
9	Auto Loom Weaver	2.57	5.44	4.19	—	2.48	4.28	2,623	—	134
10	Hand Folder	2.57	2.96	2.71	—	2.71	—	234	—	234
11	Reacher	2.10	2.45	2.27	—	1.78	4.31	140	—	114
12	Mazdoor	2.25	2.74	2.43	1.68	2.17	7.30	1,177	39	1,159
13	Packer	2.28	2.35	2.33	—	2.33	—	119	—	119
14	Fireman	2.32	3.58	2.29	—	2.29	—	144	—	144
15	Dyer	1.53	2.32	1.78	—	1.78	—	237	—	237
16	Winder	1.60	1.93	1.81	1.70/0.81*	1.73	2.06	2,632	1,183/54*	3,545
17	Twister	1.25	1.76	1.48	1.53	1.48	—	1,052	14	1,066
18	Knottier	1.19	1.35	1.27	1.19	1.22	—	91	99	190
19	Re-Reeler	1.31	1.46	1.35	1.44	1.40	—	107	152	259
20	Picker	1.31	1.38	1.43	1.34	1.38	—	55	65	120
21	Silk Examiner	1.29	1.35	—	1.31	1.31	—	—	91	91
22	Cocoon Reeler	1.25	1.49	1.39	1.37	1.37	—	298	1,016	1,314
23	Cooker	1.21	1.32	—	1.31	1.31	—	—	574	574
24	Doubler	1.15	1.43	1.28	1.36	1.29	—	242	39	281
25	Sorter	1.15	1.24	0.44	1.24	1.21	—	8	216	224
All occupations in the stratum		2.45	3.71	3.34	1.45/0.81*	1.80	4.41	92.5	95.9/100.0*	86.1
Percentage of workers in the above occupations										

\*Children.



# STATEMENT IV

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE WOOLLEN TEXTILE INDUSTRY

*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Beam Gaiter ..	5.08	5.6	5.44	—	5.50	5.07	5.44	28	—	24	4	28
2	Line Maistry ..	4.34	6.35	5.47	4.19	5.25	8.18	5.46	420	2	392	30	422
3	Weaver ..	3.90	5.98	4.71	—	2.50	4.84	4.71	411	—	36	375	411
4	Gill Box Man ..	3.75	4.33	3.86	4.49	3.77	4.17	3.98	94	22	53	63	116
5	Doffer ..	3.73	3.73	3.71	—	3.71	—	3.71	222	—	222	—	222
6	Darner ..	3.55	4.87	4.10	1.12	3.79	4.97	4.09	874	2	654	222	876
7	Mistry ..	3.51	7.40	4.96	—	4.94	5.40	4.96	345	—	328	17	345
8	Creeler ..	3.49	3.49	3.55	—	3.55	—	3.55	28	—	28	—	28
9	Fitter ..	3.41	5.44	4.14	—	4.14	—	4.14	206	—	206	—	206
10	Piecer ..	3.32	3.96	3.59	—	3.52	3.70	3.59	867	—	546	321	867
11	Drawing Man ..	3.31	4.13	3.56	4.79	2.87	4.37	3.65	439	42	247	234	481
12	Picker ..	3.24	3.36	3.14	3.74	3.29	5.22	3.34	163	84	240	7	247
13	Warper ..	3.19	3.82	3.90	—	3.60	4.07	3.90	212	—	97	115	212
14	Twister ..	3.15	3.48	3.42	—	3.05	3.77	3.42	860	—	418	442	860
15	Wool Dyer ..	2.93	3.18	3.38	—	3.38	—	3.38	252	—	252	—	252
16	Mazdoor ..	2.90	3.17	2.88	3.00	2.88	2.86	2.88	2,399	6	2,365	40	2,405
17	Weaver, Power Loom ..	2.74	6.12	4.21	—	4.21	4.21	4.21	1,866	—	104	1,856	1,866
18	Bobbin Setter ..	2.65	2.75	2.71	—	2.69	2.92	2.71	91	—	82	9	91
19	Winder ..	2.59	3.45	3.04	3.60/0.87*	3.14	3.12	3.12	793	157.2*	373	579	932
20	Muccadam ..	2.42	4.76	4.06	—	4.06	—	4.06	239	—	239	—	239
21	Apprentice ..	2.37	2.21	2.32	—	1.80	3.82	2.32	59	—	44	15	59
22	Weaver, Handloom ..	2.31	4.43	3.33	2.02	1.91	3.34	3.32	1,165	8	15	1,158	1,173
23	Reeler ..	2.25	2.77	2.34	2.83	2.44	1.87	2.40	617	96	696	47	743
24	Mule Minder ..	2.13	3.15	2.90	0.56	2.77	2.46	2.57	374	60	158	276	434
25	Card Feeder ..	1.69	2.48	2.12	0.62	2.12	0.62	2.07	335	12	335	12	347
All occupations in the industry ..													
Percentage of workers in the above occupations				75.3	58.7/100.0*	68.0	86.1	74.5					

† Did not come in the sample.

\* Children.

**STATEMENT IV(a)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE WOOLLEN TEXTILE INDUSTRY**  
*Stratum—Bombay and Bombay Suburban*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)			Estimated Number of Workers			
		Min.	Max.	Overall			Men	Women	Time	Piece
				Men	Women	Piece				
1	Beam Gaiter	5.36	5.64	5.50	—	5.50	24	—	24	—
2	Line Maistry	4.76	6.89	6.04	—	6.02	150	2	122	30
3	Weaver	4.22	6.41	5.06	—	5.06	326	—	12*	311
4	Mill Box Man	4.44	4.44	4.41	4.40	4.44	42	22	40	24
5	Doffer	3.73	3.73	3.71	—	3.71	222	—	222	—
6	Darner	3.83	5.14	3.92	—	3.92	542	—	542	—
7	Mistry	6.59	7.22	6.92	—	6.92	30	—	30	—
8	Creeler	3.73	3.73	3.71	—	3.71	24	—	24	—
9	Fitter	4.24	6.41	5.07	—	5.07	64	—	64	—
10	Piecer	4.10	4.13	4.12	—	4.12	354	—	354	—
11	Drawing Man	4.02	4.12	4.10	4.70	4.21	156	42	120	78
12	Piecer	3.76	3.76	3.75	3.74	3.75	86	84	170	—
13	Warper	4.89	4.89	4.87	—	4.87	24	—	24	—
14	Twister	4.04	4.07	4.05	—	4.05	414	—	258	156
15	Wool Dyer	4.25	4.58	4.42	—	4.42	42	—	42	—
16	Mazdoor	3.67	4.02	3.82	3.00	3.81	680	2	682	—
17	Weaver, Power Loom	4.26	7.87	5.08	—	5.08	258	—	10*	248
18	Bobbin setter	3.50	3.50	3.53	—	3.53	42	—	42	—
19	Winder	3.75	4.00	4.19	4.10	3.88	156	126	112	170
20	Murcadam	4.68	4.68	4.91	—	4.91	4	—	4	—
21	Apprentice	—	—	—	—	—	—	—	—	—
22	Weaver, Handloom	—	—	—	—	—	—	—	—	—
23	Reeler	3.67	3.71	3.69	3.83	3.74	72	60	132	—
24	Mule Minder	3.89	4.42	4.23	—	4.23	56	—	56	—
25	Card Feeder	3.80	4.42	4.06	—	4.06	6	—	6	—
All occupations in the stratum										
Percentage of workers in the above occupations		4.00	4.71	4.54	4.02	4.05	4.91	4.23	82.0	82.8
		..	..	..	..	..	..	..	78.5	95.1
		..	..	..	..	..	..	..	82.0	82.0

\* Did not come in the sample.

**STATEMENT IV(b)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE WOOLLEN TEXTILE INDUSTRY**  
*Stratum—Amlitgar*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)						Estimated Number of Workers						
		Min.	Max.	Men		Women		Time		Piece	Total	Men	Women	Time	Piece	Total
1	Beam Gaiter ..	—	—	5.23	—	—	—	5.23	—	—	—	18	—	—	—	18
2	Line Maistry ..	5.63	6.41	3.82	—	—	—	3.82	—	—	—	36	—	—	36	36
3	Weaver ..	2.95	5.37	—	—	—	—	—	—	—	—	—	—	—	—	—
4	Gill Box Man ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5	Doffer ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
6	Darner ..	2.04	2.04	2.81	1.12	2.25	—	2.25	—	—	2	—	5	—	—	5
7	Mistry ..	5.00	5.00	4.34	—	4.34	—	4.34	—	—	4	—	4	—	—	4
8	Creeler ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	Fitter ..	3.90	5.34	4.00	—	4.00	—	4.00	—	—	8	—	—	—	—	8
10	Piecer ..	2.00	2.68	2.30	—	2.30	—	2.30	—	—	11	—	—	—	—	11
11	Drawing Man ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12	Picker ..	1.54	1.54	1.33	—	1.33	—	1.33	—	—	2	—	2	—	—	2
13	Warper ..	3.44	3.84	3.08	—	3.08	—	3.08	—	—	26	—	26	—	—	26
14	Twister ..	1.92	1.92	1.67	—	1.67	—	1.67	—	—	4	—	4	—	—	4
15	Wool Dyer ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
16	Macdoor ..	1.63	1.86	1.59	—	1.59	—	1.59	—	—	18	—	18	—	—	18
17	Weaver, Power Loom ..	2.61	5.21	4.04	—	—	4.04	4.04	—	—	257	—	257	—	—	257
18	Bobbin Setter ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
19	Winder ..	1.58	2.17	1.83	0.87*	1.63	—	1.63	—	—	69	16.2*	87	—	—	87
20	Muccadam ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
21	Apprentice ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
22	Weaver, Handloom ..	2.09	4.16	2.82	—	—	2.82	2.82	—	—	47	—	47	—	—	47
23	Reeler ..	1.18	1.27	1.25	1.00	1.12	—	1.12	—	—	4	4	8	—	—	8
24	Mule Minder ..	3.18	3.31	2.95	—	2.95	—	2.95	—	—	5	—	5	—	—	5
25	Card Feeder ..	2.03	2.20	2.06	—	2.06	—	2.06	—	—	14	—	14	—	—	14
All occupations in the stratum ..																
				2.37	3.78	0.87*	0.92	2.17	3.86	2.97			95.7/100.0*	56.8	100.0	77.5
Percentage of workers in the above occupations ..																

\* Children.

STATEMENT IV(c)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE WOOLLEN TEXTILE INDUSTRY

Stratum—Residual.

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers						
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total	
1	Beam Gaiter	3.78	5.32	5.07	—	—	5.07	5.07	4	—	—	4	4	4
2	Line Maistry	3.99	6.02	5.14	—	5.14	—	5.14	252	—	252	—	252	252
3	Weaver	2.46	3.55	3.02	—	2.50	3.50	3.02	49	—	24	25	49	49
4	Gill Box Man	2.90	4.20	3.41	—	2.22	3.83	3.41	52	—	13	39	52	52
5	Doffer ..	—	—	—	—	—	—	—	—	—	—	—	—	—
6	Darner	3.11	4.45	4.41	—	3.23	4.97	4.41	329	—	107	222	329	329
7	Mistry	3.19	7.45	4.78	—	4.75	5.40	4.78	311	—	294	17	311	311
8	Creeler..	2.08	2.08	2.60	—	2.60	—	2.60	4	—	4	—	—	4
9	Fitter ..	2.98	4.99	3.70	—	3.70	—	3.70	134	—	134	—	—	134
10	Piecer ..	2.81	3.86	3.24	—	2.42	3.70	3.24	502	—	181	321	502	502
11	Drawing Man	2.81	4.13	3.26	—	1.90	4.20	3.26	283	—	127	156	283	283
12	Picker	2.12	2.51	2.48	—	2.18	5.22	2.48	75	—	68	7	75	75
13	Warper	2.90	3.66	3.89	—	3.24	4.07	3.89	162	—	47	115	162	162
14	Twister	2.32	2.95	2.85	—	2.13	3.24	2.85	442	—	156	286	442	442
15	Wood Dyer	2.66	2.90	3.17	—	3.17	—	3.17	210	—	210	—	—	210
16	Madroom	2.60	2.85	2.52	—	2.52	2.86	2.52	1,701	4*	1,665	40	1,705	1,705
17	Weaver, Power Loom	2.47	5.96	4.07	—	—	4.07	4.07	1,351	—	—	1,351	—	1,351
18	Bobbin Setter	1.93	2.10	2.01	—	1.80	2.92	2.01	49	—	40	9	49	49
19	Winder	2.18	3.36	2.87	2.30	3.42	2.61	2.85	568	15	174	409	583	583
20	Muccadam	2.37	4.76	4.05	—	4.05	—	4.05	235	—	235	—	—	235
21	Apprentice	2.37	2.81	2.32	—	1.80	3.87	2.32	59	—	44	15	59	59
22	Weaver, Handloom	2.32	4.44	3.35	2.02	1.91	3.36	3.34	1,118	8	15	1,111	1,126	1,126
23	Reeler	1.95	2.59	2.18	1.19	2.15	1.87	2.12	571	32	556	47	603	603
24	Mule Minder	1.84	2.96	2.66	0.56	1.92	2.46	2.32	313	60	97	276	373	373
25	Card Feeder	1.64	2.46	2.09	0.62	2.09	0.62	2.03	315	12	315	12	327	327
All occupations in the stratum														
				3.25	1.37	2.90	3.61	3.20	72.7	32.4	63.0	83.4	71.5	71.5
Percentage of workers in the above occupations														

\* Not occurring in sample.

# STATEMENT V AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE METAL EXTRACTING AND REFINING INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers						
		Min.	Max.		Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Blower ..	29.76	37.46	35.13	—	35.13	—	35.13	—	24	—	24	—	24
2	Switch Board Attendant ..	7.40	9.07	10.16	—	10.16	—	10.16	—	296	—	296	—	296
3	Instrument Mechanic ..	7.31	8.80	9.16	—	9.16	—	9.16	—	144	—	144	—	144
4	Keeper ..	7.24	8.30	10.91	—	10.91	—	10.91	—	72	—	72	—	72
5	Door Man ..	6.86	7.82	8.10	—	8.10	—	8.10	—	102	—	102	—	102
6	Spoon Man ..	6.83	7.73	8.21	—	8.21	—	8.21	—	88	—	88	—	88
7	Mistry ..	6.74	8.23	9.61	—	9.61	—	9.61	—	876	—	876	—	876
8	Electrician ..	6.60	7.34	11.22	—	11.22	—	12.22	—	792	—	792	—	792
9	Crane Driver ..	5.99	6.78	8.66	—	8.66	—	8.66	—	1,722	—	1,722	—	1,722
10	Turner I ..	5.83	6.64	8.55	—	8.55	—	8.55	—	459	—	459	—	459
11	Mill Wright ..	5.70	8.06	9.15	—	9.15	—	9.15	—	3,185	—	3,185	—	3,185
12	Mason ..	5.42	7.77	8.53	—	8.53	—	8.53	—	1,600	—	1,600	—	1,600
13	Blacksmith ..	5.10	6.85	7.97	—	7.97	—	7.97	—	342	—	342	—	342
14	Fireman ..	5.03	5.82	6.60	—	6.60	—	6.60	—	804	—	804	—	804
15	Slag Remover ..	4.83	6.87	5.58	—	5.58	—	5.58	—	432	—	432	—	432
16	Rigger ..	4.76	5.38	7.14	—	7.14	—	7.14	—	1,850	—	1,850	—	1,850
17	Coupling Porter ..	4.59	5.30	6.11	—	6.11	—	6.11	—	722	—	722	—	722
18	Oven Topman ..	4.59	5.15	6.73	—	6.73	—	6.73	—	142	—	142	—	142
19	Cinder Snapper ..	4.13	4.79	5.34	—	5.34	—	5.34	—	110	—	110	—	110
20	Mate/Tindal ..	4.11	4.70	6.45	—	6.40	—	6.40	—	346	6	352	—	352
21	Khalasi ..	3.75	4.24	5.09	—	5.09	—	5.09	—	11,562	—	11,562	—	11,562
22	Helper (General) ..	3.37	3.82	4.62	—	4.62	—	4.62	—	4,756	—	4,756	—	4,756
23	Reza Mazdoor ..	2.89	3.12	3.61	3.06	3.38	2.22	3.38	—	6,841	5,016	11,857	54	11,857
24	Tapper ..	2.87	3.48	3.55	—	3.55	—	3.55	—	106	—	106	—	106
25	Track Line Repairer ..	2.25	2.63	2.52	—	2.52	—	2.52	—	296	—	296	—	296
	All occupations in the industry ..	4.42	5.23	6.44	3.10 <sup>1</sup>	6.16	2.16	6.15		69.6	98.4	72.3	23.7	72.1
	Percentage of workers in the above occupations				2.03*									

\*Children.

## STATEMENT VI

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE METAL ROLLING INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Fitter	3.85	6.08	5.71	—	5.83	1.76	5.71	475	—	460	15	475
2	Roller/Rougher	3.49	4.28	4.79	—	4.79	—	4.79	569	—	569	—	569
3	Finishing Heater	3.25	3.48	4.36	—	4.36	—	4.36	303	—	303	—	303
4	Finishing Four Heater	3.13	3.46	4.63	—	4.63	—	4.63	183	—	183	—	183
5	Blacksmith I	3.13	6.85	4.55	—	4.38	4.75	4.55	424	—	227	197	424
6	Bar Cutter	3.03	4.17	3.43	—	3.39	3.71	3.43	302	—	257	45	302
7	Mason Grade I	3.00	4.24	3.90	—	3.90	—	3.90	135	—	135	—	135
8	Shearer Grade I	2.95	3.37	4.13	—	4.13	—	4.13	222	—	222	—	222
9	Moulder	2.84	4.29	3.48	—	3.55	3.02	3.48	366	—	317	49	366
10	Fireman	2.74	3.73	4.80	—	4.80	—	4.80	286	—	286	—	286
11	Furnace Man	2.70	6.19	4.73	—	4.73	—	4.73	311	—	311	—	311
12	Roughing/Finishing Catcher	2.60	4.42	3.62	—	3.62	—	3.62	952	—	952	—	952
13	Pair Heater Helper	2.40	2.90	3.54	—	3.54	—	3.54	205	—	205	—	205
14	Helper	2.40	3.18	4.67	—	4.67	—	4.67	688	—	688	—	688
15	Khalasi	2.34	2.60	4.01	—	4.01	—	4.01	979	—	979	—	979
16	Opener	2.28	2.76	4.72	—	4.72	—	4.72	531	—	531	—	531
17	Bar Helper	2.13	2.79	3.60	—	4.37	1.33	3.60	162	—	121	41	162
18	Assorter	2.10	2.64	5.44	—	5.44	—	5.44	197	—	197	—	197
19	Beater Off	2.09	2.63	5.25	—	5.25	—	5.25	123	—	123	—	123
20	Return Packer	2.09	2.63	5.01	—	5.01	—	5.01	142	—	142	—	142
21	Attender	2.09	2.63	5.08	—	5.08	—	5.08	205	—	205	—	205
22	Mazdoor	2.05	2.66	2.57	2.10	2.52	1.87	2.52	8,007	853	8,845	15	8,860
23	Hammerman I	1.93	5.72	3.84	—	2.80	4.42	3.84	572	—	206	366	572
24	Scrapman	1.57	2.19	1.90	—	1.90	—	1.90	121	—	121	—	121
25	Assistant Fitter	3.46	4.03	7.63	—	7.63	—	7.63	507	—	507	—	507
All occupations in the industry													
				4.06	2.15	4.01	3.60	4.00	68.6	90.1	69.5	72.2	69.6
Percentage of workers in the above occupations													

# STATEMENT VII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE METAL FOUNDING INDUSTRY

*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)						Estimated Number of Workers			
		Min.	Max.	Men			Women			Men	Women	Time	Piece
				Men	Women	Overall	Men	Women	Overall				
1	Moulder & Core Maker I ..	4.61	6.02	5.04	—	4.64	8.90	5.04	5.04	387	—	351	36
2	Moulder & Core Maker II ..	2.78	4.78	3.75	—	3.34	5.33	3.75	3.75	4,942	—	3,916	1,026
3	Fitter Grade I ..	3.72	4.72	4.32	—	4.32	4.37	4.32	4.32	254	—	249	5
4	Fitter Grade II ..	2.86	4.06	3.59	—	3.59	—	3.59	3.59	788	—	788	—
5	Mate/Matine ..	3.67	4.55	4.08	—	4.08	—	4.08	4.08	162	—	162	—
6	Assistant Moulding Machine Operator ..	3.49	3.77	3.59	—	3.59	—	3.59	3.59	965	—	965	—
7	Furnace Man ..	3.17	4.49	3.76	—	3.76	—	3.76	3.76	472	—	472	—
8	Turner Grade I ..	3.08	4.05	4.54	—	4.49	5.40	4.54	4.54	423	—	399	24
9	Turner Grade II ..	2.82	3.86	3.54	—	3.55	3.46	3.54	3.54	581	—	572	9
10	Pot Carrier ..	3.06	3.56	3.31	—	3.31	—	3.31	3.31	974	—	974	—
11	Helper ..	3.06	4.02	3.38	—	3.01	7.26	3.38	3.38	616	—	562	54
12	Fettler & Grinder ..	2.85	3.65	3.22	—	3.22	3.64	3.22	3.22	1,311	—	1,269	42
13	Machine Operator ..	2.65	3.85	3.58	—	3.58	—	3.58	3.58	359	—	359	—
14	Checker ..	2.55	3.52	3.13	—	3.13	—	3.13	3.13	166	—	166	—
15	Fireman ..	2.51	2.80	2.65	—	2.65	—	2.65	2.65	392	—	392	—
16	Moulder C.I. Slipper ..	2.47	3.56	2.81	—	2.81	—	2.81	2.81	243	—	243	—
17	General Mazdoor ..	2.34	3.20	2.69	1.81	2.68	2.12	2.68	2.68	9,124	138	9,230	32
18	Landis Operator ..	2.12	2.57	2.44	—	2.44	—	2.44	2.44	47	—	47	—
19	Apprentice ..	1.85	2.33	2.10	1.38*	2.09	—	2.09	2.09	658	10*	668	—
All occupations in the industry ..		2.76	3.84	3.27	1.81/1.38*	3.15	5.26	3.26	3.26	92.3	100.0/100.0*	92.2	94.7
Percentage of workers in the above occupations													

\* Children.

# STATEMENT VII(a)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE METAL FOUNDING INDUSTRY

Stratum—*Hovrah & 24 Parganas.*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Moulder & Core Maker Grade I ..	5.56	8.30	6.34	—	4.83	9.34	6.34	93	—	62	31	93
2	Moulder & Core Maker Grade II ..	2.62	5.12	3.90	—	3.25	5.41	3.90	3,272	—	2,287	985	3,272
3	Fitter Grade I ..	2.80	4.22	3.75	—	3.75	—	3.75	77	—	77	—	77
4	Fitter Grade II ..	2.32	3.65	3.52	—	3.52	—	3.52	271	—	271	—	271
5	Mate/Matine ..	3.53	4.35	3.91	—	3.91	—	3.91	139	—	139	—	139
6	Assistant Moulding Machine Operator ..	3.50	3.78	3.61	—	3.61	—	3.61	928	—	928	—	928
7	Furnace Man ..	2.74	4.25	3.35	—	3.35	—	3.35	310	—	310	—	310
8	Turner Grade I ..	3.85	4.71	4.66	—	4.66	—	4.66	82	—	82	—	82
9	Turner Grade II ..	2.13	3.17	3.47	—	3.49	2.24	3.47	179	—	177	2	179
10	Pot Carrier ..	2.97	3.16	3.16	—	3.16	—	3.16	633	—	633	—	633
11	Helper ..	4.45	6.70	5.11	—	2.69	7.26	5.11	101	—	47	54	101
12	Fettler & Grinder ..	2.44	3.17	2.83	—	2.81	3.87	2.83	873	—	845	28	873
13	Machine Operator ..	2.10	3.54	3.46	—	3.46	—	3.46	187	—	187	—	187
14	Checker ..	2.38	3.18	2.98	—	2.98	—	2.98	158	—	158	—	158
15	Fireman ..	2.44	2.77	2.56	—	2.56	—	2.56	281	—	281	—	281
16	Moulder C.I. Slipper ..	2.47	3.56	2.81	—	2.81	—	2.81	243	—	243	—	243
17	General Mazdoor ..	2.10	3.05	2.48	1.99	2.47	2.12	2.47	6,338	50	6,356	32	6,388
18	Landis Operator ..	2.12	2.57	2.44	—	2.44	—	2.44	47	—	47	—	47
19	Apprentice ..	1.44	1.57	1.48	1.38*	1.48	—	1.48	203	10*	213	—	213
	All occupations in the stratum ..	2.48	3.69	3.07	1.99/	2.87	5.45	3.07	95.1	100.0/	94.9	98.5	95.1
	Percentage of workers in the above occupations				1.38*				100.0*				

\* Children.



**STATEMENT VII(b)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE METAL FOUNDING INDUSTRY**

Stratum—*Residual*.

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.		Time			Piece	Overall	Men	Women	Time	Piece	Total
					(3)	(4)	(5)							
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Moulder & Core Maker Grade I .. ..	4.31	5.30	4.62	—	4.60	6.00	4.62	294	—	289	5	294	
2	Moulder & Core Maker Grade II .. ..	3.08	4.11	3.47	—	3.46	3.89	3.47	1,670	—	1,629	41	1,670	
3	Fitter Grade I .. ..	4.12	4.93	4.57	—	4.57	4.37	4.57	177	—	172	5	177	
4	Fitter Grade II .. ..	3.15	4.28	3.63	—	3.63	—	3.63	517	—	517	—	517	
5	Mate, Machine .. ..	4.55	5.76	5.15	—	5.15	—	5.15	23	—	23	—	23	
6	Assistant Moulding Machine Operator .. ..	3.17	3.64	3.16	—	3.16	—	3.16	37	—	37	—	37	
7	Furnace Man .. ..	4.00	4.96	4.54	—	4.54	—	4.54	162	—	162	—	162	
8	Turner Grade I .. ..	2.89	3.89	4.51	—	4.45	5.40	4.51	341	—	317	24	341	
9	Turner Grade II .. ..	3.12	4.17	3.57	—	3.57	3.83	3.57	402	—	395	7	402	
10	Pot Carrier .. ..	3.23	4.31	3.60	—	3.60	—	3.60	341	—	341	—	341	
11	Helper .. ..	2.79	3.49	3.04	—	3.04	—	3.04	515	—	515	—	515	
12	Fettler & Grinder .. ..	3.67	4.62	4.01	—	4.03	3.17	4.01	438	—	424	14	438	
13	Machine Operator .. ..	3.24	4.18	3.71	—	3.71	—	3.71	172	—	172	—	172	
14	Checker .. ..	5.78	9.97	5.94	—	5.94	—	5.94	8	—	8	—	8	
15	Fireman .. ..	2.70	2.86	2.89	—	2.89	—	2.89	111	—	111	—	111	
16	Moulder C.I. Slipper .. ..	—	—	—	—	—	—	—	—	—	—	—	—	
17	General <i>Macdoor</i> .. ..	2.89	3.55	3.17	1.71	3.13	—	3.13	2,786	88	2,874	—	2,874	
18	Land's Operator .. ..	—	—	—	—	—	—	—	—	—	—	—	—	
19	Apprentice .. ..	2.04	2.68	2.37	—	2.37	—	2.37	455	—	455	—	455	
	All occupations in the stratum .. ..	3.20	4.07	3.59	1.71	3.57	3.79	3.57	87.9	100.0	88.3	65.3	88.0	
	Percentage of workers in the above occupations													

Percentage of workers in the above occupations

**STATEMENT VIII**

**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE MANUFACTURE OF BOLTS, NUTS, ETC.**

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Overall	Men	Women	Time	Piece	Total	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Turner Grade I ..	4-34	4-82	4-87	—	4-87	—	4-87	13	—	13	—	13	
2	Turner Grade II ..	3-13	4-23	3-61	—	3-61	—	3-61	191	—	191	—	191	
3	Mistry ..	4-01	5-44	4-64	—	4-64	—	4-64	33	—	33	—	33	
4	Fitter Grade I ..	3-97	5-36	4-39	—	4-39	—	4-39	96	—	96	—	96	
5	Fitter Grade II ..	3-24	4-54	3-85	—	3-85	—	3-85	259	—	259	—	259	
6	Moulder Gd. I ..	3-47	4-49	4-04	—	4-04	—	4-04	69	—	69	—	69	
7	Moulder Gd. II ..	3-35	3-74	3-54	—	3-54	—	3-54	39	—	39	—	39	
8	Blacksmith ..	3-28	3-81	3-46	—	3-46	—	3-46	141	—	141	—	141	
9	Sorter ..	3-25	4-53	5-65	0-80	3-75	—	3-75	31	20	51	—	51	
10	Shaper Grade I ..	3-14	3-57	3-34	—	3-34	—	3-34	62	—	62	—	62	
11	Inspector ..	2-65	4-03	3-29	—	3-29	—	3-29	52	—	52	—	52	
12	Packer ..	2-62	3-58	2-99	—	2-99	—	2-99	147	—	147	—	147	
13	Machine Operator ..	2-51	4-35	3-20	0-98	3-16	3-30	3-17	790	8	737	61	798	
14	Buffer ..	2-46	3-01	2-73	—	2-73	—	2-73	79	—	79	—	79	
15	Driller ..	2-34	2-53	2-34	—	2-34	—	2-34	75	—	75	—	75	
16	Mazdoor ..	2-14	3-09	2-47	—	2-47	—	2-47	1,217	—	1,217	—	1,217	
17	Hammerman ..	2-11	2-52	2-25	—	2-25	—	2-25	195	—	195	—	195	
18	Helper ..	2-09	2-48	2-35	—	2-35	—	2-35	87	—	87	—	87	
19	Hand Cutter ..	1-81	2-43	1-89	1-32	1-85	—	1-85	98	8	106	—	106	
	All occupations in the industry ..	2-63	3-66	3-62	0-99	3-00	3-30	3-00	88-7	97-3	88-6	98-4	88-8	
	Percentage of workers in the above occupations													

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# STATEMENT IX

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE AGRICULTURAL IMPLEMENTS INDUSTRY

INDUSTRIAL

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	(3)	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Supervisor	5.72	8.10	6.25	—	6.25	—	6.25	278	—	278	—	278	
2	Planer Man	3.82	4.84	4.61	—	4.61	—	4.61	101	—	101	—	101	
3	Welder	3.60	5.17	4.19	—	4.19	—	4.19	201	—	201	—	201	
4	Machinist	3.32	4.64	3.75	—	4.14	2.55	3.75	366	—	275	91	366	
5	Carpenter	3.25	4.43	3.80	—	3.80	3.85	3.80	176	—	160	16	176	
6	Electrician	3.23	4.87	3.63	—	3.63	—	3.63	52	—	52	—	52	
7	Assembler	3.18	4.53	3.97	—	3.56	4.68	3.97	100	—	63	37	100	
8	Shaperman	3.01	3.32	3.23	—	3.23	—	3.23	85	—	85	—	85	
9	Blacksmith	2.96	4.31	3.38	—	3.28	3.81	3.38	504	—	403	101	504	
10	Painter	2.54	2.94	2.68	—	2.68	—	2.68	95	—	95	—	95	
11	Moulder	2.47	4.59	3.37	—	2.96	4.86	3.37	1,162	—	913	249	1,162	
12	Assistant Moulder	1.98	3.09	2.43	—	2.43	—	2.43	266	—	266	—	266	
13	Turner	2.42	4.50	3.29	—	3.29	—	3.29	1,110	—	1,105	5*	1,110	
14	Grinder	2.40	2.72	2.51	—	2.51	—	2.51	100	—	100	—	100	
15	Fitter	2.35	4.52	3.29	—	3.30	2.86	3.29	1,216	—	1,170	46	1,216	
16	Assistant Fitter	2.45	3.24	2.62	—	2.62	—	2.62	134	—	134	—	134	
17	Helper	2.08	2.62	2.48	—	2.49	1.74	2.48	331	—	326	5	331	
18	Driller	1.96	2.44	2.16	—	2.16	—	2.16	240	—	240	—	240	
19	Hammerman	1.95	2.65	2.21	—	2.25	2.10	2.21	657	—	478	179	657	
20	Mazdoor	1.63	2.30	1.92	—	1.92	1.68	1.92	2,153	—	2,116	37	2,153	
	All occupations in the industry	2.41	3.77	2.94	—	2.91	3.52	2.94	86.0	—	85.3	95.6	86.0	
	Percentage of workers in the above occupations													

\* Did not feature in the sample.

M/P(N)361DofLB—14(a)

# STATEMENT X

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE MACHINE TOOLS INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)						Estimated Number of Workers					
		Min. (3)	Max. (4)	Men		Women		Time (7)	Piece (8)	Overall (9)	Men (10)	Women (11)	Time (12)	Piece (13)	Total (14)
				(5)	(6)	(5)	(6)								
1	Foreman	11.89	14.08	11.55	—	11.55	—	11.55	51	—	51	—	—	51	
2	Assistat Foreman/Section Incharge	9.57	19.03	9.56	—	9.56	—	9.56	176	—	176	—	—	176	
3	Head Treater	4.74	6.28	5.27	—	3.69	17.95	5.27	90	—	80	10	90	176	
4	Junior Head Treater	4.24	6.05	5.04	—	2.79	10.05	5.04	58	—	40	18	58	176	
5	Mazdoor	2.12	2.81	2.46	—	2.46	—	2.46	2,068	—	2,068	—	—	2,068	
6	Pattern Maker Gd. I	4.65	6.55	5.78	—	5.78	—	5.78	32	—	32	—	—	32	
7	Pattern Maker Gd. II	3.54	4.64	3.86	—	3.86	—	3.86	88	—	88	—	—	88	
8	Fitter Grade I	4.61	7.10	6.57	—	6.55	6.77	6.57	153	—	137	16	153	88	
9	Fitter Grade II	2.89	4.10	3.48	—	3.48	—	3.48	967	—	963	4*	967	153	
10	Machinist Grade I	4.47	5.83	5.51	—	5.51	5.67	5.51	117	—	115	2	117	967	
11	Machinist Grade II	3.36	5.65	4.64	—	3.90	8.13	4.64	1,055	—	871	184	1,055	117	
12	Moulder & Core Maker Grade I	4.22	5.82	5.27	—	5.27	—	5.27	151	—	151	—	—	151	
13	Moulder & Core Maker Grade II	2.71	4.05	3.87	—	3.84	8.61	3.87	692	—	688	4	692	151	
14	Blacksmith	4.19	5.33	4.69	—	4.10	7.97	4.69	121	—	103	18	121	692	
15	Hammerman	2.66	3.26	3.03	—	2.72	4.07	3.03	150	—	116	34	150	121	
16	Turner Grade I	3.97	5.10	5.06	—	4.84	10.83	5.06	276	—	266	10	276	150	
17	Turner Grade II	3.26	6.12	4.36	—	3.55	8.04	4.36	915	—	749	166	915	276	
18	Tool Grinder Grade I	3.84	4.87	4.95	—	4.95	—	4.95	83	—	83	—	—	83	
19	Tool Grinder Grade II	2.93	3.90	3.82	—	3.82	—	3.82	62	—	62	—	—	62	
20	Inspector	3.78	8.98	4.47	—	4.47	—	4.47	148	—	148	—	—	148	
21	Bench Fitter Grade I	3.33	3.97	3.64	—	3.61	4.30	3.64	46	—	44	2	46	148	
22	Bench Fitter Grade II	2.61	3.79	3.31	—	3.10	4.55	3.31	221	—	189	32	221	46	
23	Packer	2.83	3.85	4.08	—	4.08	—	4.08	36	—	36	—	—	36	
24	Chipper	2.10	2.56	3.48	—	3.48	—	3.48	93	—	93	—	—	93	
25	Helper	1.07	1.72	1.39	—	1.39	—	1.39	216	—	216	—	—	216	
All occupations in the industry		3.13	4.71	3.90	1.97	3.64	7.88	3.89	87.5	—	87.1	90.9	87.3	216	
Percentage of workers in the above occupations															

\* Piece rated workers did not feature in the sample

\* Piece rated workers did not feature in the sample.

# STATEMENT XI

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE ELECTRICAL MACHINERY AND APPLIANCES INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Misery	5.78	8.02	6.97	10.83	7.04	—	7.04	700	14	714	—	714
2	Meter Mechanic Gd. II	5.30	8.31	7.07	3.24	6.94	—	6.94	677	23	700	—	700
3	Machine Setter	4.34	6.60	5.87	—	5.87	—	5.87	349	—	349	—	349
4	Blacksmith	4.07	5.93	5.34	—	5.34	—	5.34	268	—	268	—	268
5	Fitter General Gd. I	3.98	6.10	5.20	—	5.22	3.38	5.20	1,412	—	1,396	16	1,412
6	Fitter General Gd. II	2.68	4.40	3.47	—	3.47	3.27	3.47	2,311	—	2,299	12	2,311
7	Fitter Instrument Gd. I	3.89	5.89	5.23	9.60	5.65	2.97	5.58	1,051	91	1,114	28	1,142
8	Fitter Instrument Gd. II	2.83	4.01	3.53	—	3.58	2.52	3.53	757	—	729	28	757
9	Carpenter	3.71	5.62	5.16	—	5.14	7.74	5.16	1,044	—	1,038	6	1,044
10	Examiner	3.69	5.58	4.70	1.94	4.63	—	4.63	499	15	514	—	514
11	Wireman	3.63	5.14	4.61	—	4.61	—	4.61	409	—	409	—	409
12	Armature Winder Gd. II	3.35	5.00	6.89	—	7.05	4.79	6.89	557	—	519	38	557
13	Turner	3.28	4.94	4.19	—	4.09	5.88	4.19	1,434	—	1,357	77	1,434
14	Construction Assembler	3.25	4.76	3.83	—	3.85	2.97	3.83	627	—	613	14	627
15	Cutter	3.21	4.42	5.19	—	5.19	—	5.19	450	—	450	—	450
16	Moulder Grade II	3.19	4.77	3.82	—	3.89	2.55	3.82	552	—	522	30	552
17	Machine Operator	3.18	5.10	4.58	4.74	4.61	3.49	4.58	4,605	57	4,581	81	4,662
18	Packer	3.16	4.56	3.84	—	3.84	3.82	3.84	695	—	671	24	695
19	Welder	2.97	4.31	3.84	—	3.82	5.06	3.84	443	—	439	4	443
20	Sweeper	2.83	3.32	3.38	2.66	3.36	—	3.36	280	12	292	—	292
21	Coil Winder Gd. II	2.71	4.19	4.12	2.19	3.32	5.83	3.49	519	247	711	55	766
22	Mazdoor	2.67	3.26	3.32	3.35	3.32	—	3.32	8,337	101	8,438	—	8,438
23	Helper	2.61	3.56	3.09	—	3.09	—	3.09	2,585	—	2,585	—	2,585
24	Apprentice	2.36	2.65	2.54	—	2.54	—	2.54	1,989	—	1,989	—	1,989
25	Assembler	2.02	3.18	3.85	1.73	2.49	3.69	2.53	674	1,122	1,735	61	1,796
All occupations in the industry													
Percentage of workers in the above occupations		3.20	4.57	4.02	2.65	3.96	4.24	3.96	75.0	92.2	75.5	87.3	75.7

STATEMENT XII  
AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TEXTILE MACHINERY AND ACCESSORIES INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men		Women		Overall	Men	Women	Time	Piece	Total
				(5)	(6)	(7)	(8)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Foreman	8.51	13.63	8.94	—	8.93	11.31	8.94	437	—	435	2	437
2	Setter	5.34	7.24	6.62	—	6.62	—	6.62	278	—	278	—	278
3	Machinist	4.65	7.55	5.64	—	5.64	—	5.64	1,278	—	1,278	—	1,278
4	Grinder Grade II	4.32	6.79	5.28	—	5.51	4.77	5.28	300	—	208	92	300
5	Hobbing Machine Operator	3.99	5.99	4.96	—	5.11	4.48	4.96	265	—	205	60	265
6	Cupola Worker	3.95	5.04	4.59	—	4.77	2.10	4.59	130	—	140	10	150
7	Turner Grade I	3.81	6.67	5.04	—	5.04	—	5.04	458	—	458	—	458
8	Turner Grade II	3.30	4.50	3.84	—	3.68	5.20	3.84	471	—	423	48	471
9	Fitter Grade I	3.73	7.11	5.04	—	5.04	—	5.04	932	—	932	—	932
10	Fitter Grade II	3.68	6.16	4.52	—	4.36	5.14	4.52	295	—	285	60	295
11	Miller	3.73	5.08	4.37	—	4.37	—	4.37	190	—	190	—	190
12	Capstan Operator	3.68	5.78	4.42	—	4.66	4.15	4.42	576	—	298	278	576
13	Furnace Operator	3.61	5.49	4.48	—	4.48	—	4.48	95	—	95	—	95
14	Fettling Grinder	3.40	6.43	4.17	—	4.17	—	4.17	234	—	234	—	234
15	Hand Moulder Grade II	3.33	4.61	4.58	—	4.28	8.71	4.58	321	—	299	22	321
16	Carpenter	3.26	5.49	4.25	—	4.25	—	4.25	265	—	265	—	265
17	Mazdoor	3.11	3.59	3.62	—	3.62	—	3.62	2,062	—	2,062	—	2,062
18	Machine Moulder Gd. II	2.86	5.04	3.52	—	3.76	2.35	3.52	174	—	84	90	174
19	Painter	2.85	4.51	3.77	2.74	3.76	—	3.76	136	2	138	—	138
20	Helper	2.73	4.26	3.17	—	3.17	—	3.17	606	—	606	—	606
21	Viewer	2.69	4.49	3.79	—	3.79	—	3.79	92	—	92	—	92
22	Driller Grade II	2.55	3.89	2.77	—	2.49	4.51	2.77	260	—	224	36	260
23	Polisher	2.40	4.47	3.55	—	2.74	5.80	3.55	232	—	170	62	232
24	Apprentice	2.35	3.42	2.26	—	2.18	2.50	2.26	332	—	252	80	332
25	Machine Operator	1.75	1.88	1.80	—	1.80	—	1.80	126	—	126	—	126
	All occupations in the industry	3.73	5.64	4.50	3.75	4.51	4.37	4.50					
Percentage of workers in the above occupations													
									84.3	6.7	83.9	86.5	84.1









**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE MANUFACTURE AND REPAIRS OF MOTOR VEHICLES INDUSTRY**

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)						Estimated Number of Workers					
		Min.	Max.	Men		Women		Time	Piece	Overall	Men	Women	Time	Piece	Total
				(3)	(4)	(5)	(6)								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)		
1	Foreman	6.95	9.83	7.26	—	7.26	—	7.26	821	—	821	—	821		
2	Assembler Grade I	5.28	7.83	7.34	—	7.34	—	7.34	310	—	310	—	310		
3	Assembler Grade II	4.86	5.28	5.29	—	5.29	—	5.29	366	—	366	—	366		
4	Electrician Grade I	4.94	7.28	5.56	—	5.56	—	5.56	512	—	512	—	512		
5	Mechanic Grade I	4.26	6.50	4.80	—	4.80	—	4.80	3,575	—	3,575	—	3,575		
6	Mechanic Grade II	3.24	4.53	3.43	—	3.43	—	3.43	2,719	—	2,719	—	2,719		
7	Auto Electrician	4.11	5.40	4.39	—	4.39	—	4.39	557	—	557	—	557		
8	Welder Grade I	4.07	5.40	4.64	—	4.64	—	4.64	489	—	489	—	489		
9	Welder Grade II	2.91	3.61	2.96	—	2.96	—	2.96	228	—	228	—	228		
10	Turner Grade I	3.83	5.55	4.50	—	4.50	—	4.50	713	—	713	—	713		
11	Turner Grade II	3.13	3.80	3.30	—	3.30	—	3.30	470	—	470	—	470		
12	Driver	3.82	5.00	4.29	—	4.29	—	4.29	784	—	784	—	784		
13	Painter Grade I	3.37	4.71	3.89	—	3.89	—	3.89	1,315	—	1,315	—	1,315		
14	Blacksmith Grade I	3.49	5.05	4.14	—	4.14	—	4.14	1,024	—	1,024	—	1,024		
15	Blacksmith Grade II	2.89	3.79	3.07	—	3.07	—	3.07	782	—	782	—	782		
16	Tinsmith	3.48	5.17	4.17	—	4.17	—	4.17	1,261	—	1,261	—	1,261		
17	Carpenter	3.45	4.79	4.05	—	4.05	—	4.05	2,203	—	2,203	—	2,203		
18	Fitter Grade I	3.35	4.69	3.79	—	3.79	—	3.79	2,826	—	2,826	—	2,826		
19	Fitter Grade II	2.88	3.66	3.02	—	3.02	—	3.02	3,268	—	3,268	—	3,268		
20	Mazdoor	2.97	3.35	3.20	2.00	3.20	—	3.20	2,561	16	2,577	—	2,577		
21	Hammerman	2.56	3.34	2.81	—	2.81	—	2.81	651	—	651	—	651		
22	Cleaner	2.31	2.70	2.23	-0.76†	2.21	—	2.21	5,864	-0.92*	5,956	—	5,956		
23	Helper	2.17	2.57	2.14	-0.41†	2.13	—	2.13	5,004	-1.15*	5,019	—	5,019		
24	Fitter Mazdoor	2.10	2.60	2.12	—	2.12	—	2.12	1,039	—	1,039	—	1,039		
All occupations in the industry		3.21	4.30	3.49	1.95/0.65	3.49	—	3.49	84.7	47.1/87.7*	84.6	—	84.6		
Percentage of workers in the above occupations															

\*Children.

†Earnings of Children.





# STATEMENT XIX

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN CERTAIN IMPORTANT OCCUPATIONS IN THE CEMENT INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Burner	5.41	11.79	7.84	—	7.84	—	7.84	124	—	124	—	124
2	Electrician	3.85	6.64	4.87	—	4.87	—	4.87	182	—	182	—	182
3	Moulder	3.67	5.02	4.83	—	4.83	—	4.83	163	—	163	—	163
4	Blacksmith	3.40	4.79	4.39	—	4.39	—	4.39	169	—	169	—	169
5	Carpenter	3.40	5.30	4.20	—	4.20	—	4.20	219	—	219	—	219
6	Turner	3.40	5.36	4.50	—	4.50	—	4.50	320	—	320	—	320
7	Fitter	3.40	5.27	4.56	—	4.56	—	4.56	831	—	831	—	831
8	Crane Driver	3.34	5.43	4.05	—	4.05	—	4.05	224	—	224	—	224
9	Miller	3.32	5.22	4.41	—	4.41	—	4.41	235	—	235	—	235
10	Crusher Attendant	3.32	4.50	4.03	—	4.03	—	4.03	73	—	73	—	73
11	Welder	3.24	4.87	4.44	—	4.44	—	4.44	337	—	337	—	337
12	Pump Attendant	2.82	3.46	3.17	—	3.17	—	3.17	303	—	303	—	303
13	Khalasi	2.98	4.74	3.92	—	3.92	—	3.92	1,122	—	1,122	—	1,122
14	Silo Attendant	2.87	3.49	3.32	—	3.32	—	3.32	126	—	126	—	126
15	Machinery Attendant	2.74	3.50	3.29	—	3.29	—	3.29	633	—	633	—	633
16	Hopper Attendant	2.70	3.07	2.84	—	2.84	—	2.84	249	—	249	—	249
17	Stone Dresser	2.70	3.33	3.35	—	3.35	—	3.35	21	—	21	—	21
18	Packer	2.54	3.20	2.83	—	2.83	—	2.83	510	—	510	—	510
19	Helper	2.49	3.01	2.78	2.98	2.78	—	2.78	1,164	2	1,164	—	1,164
20	Gangman	2.47	2.78	2.45	—	2.45	—	2.45	243	—	243	—	243
21	Greaser	2.48	2.96	2.76	—	2.76	—	2.76	319	—	319	—	319
22	Mazdoor	2.30	2.73	2.66	2.25	2.59	2.77	2.61	5,928	1,030	6,139	819	6,958
All occupations in the industry													
	Percentage of workers in the above occupations	2.82	3.88	3.44	2.25	3.40	2.79	3.38	74.5	98.3	74.7	100.0	75.8



# STATEMENT XXI

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SUGAR INDUSTRY

*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min. Max.		Men		Women		Men	Women	Time	Piece	Total	
		(3)	(4)	(5)	(6)	(7)	(8)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Pan Attendant ..	5.00	7.06	5.68	—	5.68	—	5.68	552	—	552	—	552
2	Mill House Incharge ..	4.40	6.71	5.18	—	5.18	—	5.18	535	—	535	—	535
3	Mill Fitter ..	3.32	5.30	4.04	—	4.04	—	4.04	1,112	—	1,112	—	1,112
4	Fitter ..	3.10	5.80	3.74	—	3.74	—	3.74	1,331	—	1,331	—	1,331
5	Assistant Mill Fitter ..	2.49	3.34	2.71	—	2.71	—	2.71	649	—	649	—	649
6	Quadruple Man ..	2.78	3.74	3.03	—	3.03	—	3.03	340	—	340	—	340
7	Centrifugal Mate ..	2.69	3.44	2.84	—	2.84	—	2.84	605	—	605	—	605
8	Triple Man ..	2.66	3.18	2.61	—	2.61	—	2.61	227	—	227	—	227
9	Palledar ..	2.62	2.96	2.64	—	2.36	4.51	2.64	3,337	—	2,897	440	3,337
10	Press Mate ..	2.55	3.05	2.56	—	2.56	—	2.56	391	—	391	—	391
11	Sulphurisation Mate ..	2.46	2.98	2.49	—	2.49	—	2.49	552	—	552	—	552
12	Crystalliser Mate ..	2.34	2.62	2.33	—	2.33	—	2.33	371	—	371	—	371
13	Fireman Water Attendant ..	2.32	2.95	2.45	—	2.45	—	2.45	1,230	—	1,230	—	1,230
14	Settling Mate ..	2.33	2.84	2.45	—	2.45	—	2.45	343	—	343	—	343
15	Lining Mate ..	2.31	2.68	2.32	—	2.32	—	2.32	545	—	545	—	545
16	Engine Driver ..	2.25	3.40	2.38	—	2.38	—	2.38	3,253	—	3,253	—	3,253
17	Mill Khalasi ..	2.23	2.93	2.27	—	2.27	—	2.27	2,439	—	2,439	—	2,439
18	Pump Driver ..	2.21	2.69	2.16	—	2.16	—	2.16	3,297	—	3,297	—	3,297
19	Juice Heater Mate ..	2.26	2.57	2.23	—	2.23	—	2.23	488	—	488	—	488
20	Motor Man ..	2.22	2.66	2.23	—	2.23	—	2.23	461	—	461	—	461
21	Sweeper ..	2.18	2.33	2.00	—	2.00	—	2.00	1,008	—	1,008	—	1,008
22	Oiler ..	2.18	2.48	2.04	—	2.04	—	2.04	4,259	—	4,259	—	4,259
23	Mazdoor ..	2.13	2.31	2.00	—	2.00	1.56	2.00	42,396	—	42,396	105	42,396
24	Centrifugal Mazdoor ..	2.12	2.37	2.02	—	2.02	—	2.02	13,288	—	13,288	—	13,288
25	Mill/Boiler Mazdoor ..	2.11	2.31	2.01	—	2.01	—	2.01	9,768	—	9,768	—	9,768
All Occupations in the industry ..													
Percentage of workers in the above occupations ..													
		2.31	2.74	2.28	2.26	2.27	3.98	2.28	83.6	—	83.5	97.3	83.6

**STATEMENT XXI(a)**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SUGAR INDUSTRY**  
**Stratum—Bihar**

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers					
		Min.	Max.	Overall	Men	Women	Time	Piece	Total				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Pan Attendant ..	5.12	6.82	5.45	—	5.45	—	5.45	66	—	66	—	66
2	Mill House Incharge ..	4.78	6.72	5.06	—	5.06	—	5.06	71	—	71	—	71
3	Mill Fitter ..	2.94	4.71	3.40	—	3.40	—	3.40	244	—	244	—	244
4	Fitter ..	2.84	4.86	3.23	—	3.23	—	3.23	319	—	319	—	319
5	Assistant Mill Fitter ..	2.37	3.21	2.39	—	2.39	—	2.39	117	—	117	—	117
6	Quadruple Man ..	2.65	2.96	2.53	—	2.53	—	2.53	33	—	33	—	33
7	Centrifugal Mate ..	2.65	2.83	2.36	—	2.36	—	2.36	81	—	81	—	81
8	Triple Man ..	2.43	2.74	2.24	—	2.24	—	2.24	31	—	31	—	31
9	Palledar ..	2.38	2.69	2.18	—	2.18	—	2.18	609	—	609	—	609
10	Press Mate ..	2.47	2.78	2.22	—	2.22	—	2.22	62	—	62	—	62
11	Sulphitation Mate ..	2.35	2.69	2.19	—	2.19	—	2.19	72	—	72	—	72
12	Crystalliser Mate ..	2.15	2.18	1.89	—	1.89	—	1.89	83	—	83	—	83
13	Fireman Water Attendant ..	2.14	2.47	1.93	—	1.93	—	1.93	269	—	269	—	269
14	Settling Mate ..	2.27	2.46	2.08	—	2.08	—	2.08	63	—	63	—	63
15	Liming Mate ..	2.18	2.35	1.95	—	1.95	—	1.95	120	—	120	—	120
16	Engine Driver ..	2.17	2.99	2.12	—	2.12	—	2.12	611	—	611	—	611
17	Mill Khalasi ..	2.17	2.84	2.05	—	2.05	—	2.05	305	—	305	—	305
18	Pump Driver ..	2.14	2.33	1.87	—	1.87	—	1.87	430	—	430	—	430
19	Juice Heater Mate ..	2.15	2.20	1.89	—	1.89	—	1.89	67	—	67	—	67
20	Motor Man ..	2.16	2.24	1.84	—	1.84	—	1.84	6	—	6	—	6
21	Sweeper ..	2.14	2.19	1.83	—	1.83	—	1.83	137	—	137	—	137
22	Oiler ..	2.14	2.21	1.86	—	1.86	—	1.86	641	—	641	—	641
23	Mazdoor ..	2.06	2.17	1.84	—	1.84	—	1.84	6,815	—	6,815	79	6,815
24	Centrifugal Mazdoor ..	2.13	2.20	1.85	—	1.85	—	1.85	2,368	—	2,368	—	2,368
25	Mill/Boiler Mazdoor ..	2.14	2.17	1.85	—	1.85	—	1.85	1,340	—	1,340	—	1,340
All Occupations in the stratum ..													
Percentage of workers in the above occupations		2.23	2.53	2.05	—	2.05	1.72	2.05	83.4	—	83.4	92.9	83.4



STATEMENT XXI(b)  
AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SUGAR INDUSTRY  
Bihar—U.P.

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)						Estimated Number of Workers			
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Pan Attendant ..	4.63	7.50	5.21	—	5.21	—	5.21	307	—	307	—	307
2	Mill House Incharge ..	4.13	7.13	5.10	—	5.10	—	5.10	213	—	213	—	213
3	Mill Fitter ..	3.19	5.52	3.78	—	3.78	—	3.78	447	—	447	—	447
4	Fitter ..	3.10	6.37	3.82	—	3.82	—	3.82	672	—	672	—	672
5	Assistant Mill Fitter ..	2.33	3.04	2.49	—	2.49	—	2.49	240	—	240	—	240
6	Quadruple Man ..	2.70	3.61	2.79	—	2.79	—	2.79	171	—	171	—	171
7	Centrifugal Mate ..	2.51	3.07	2.50	—	2.50	—	2.50	306	—	306	—	306
8	Triple Man ..	2.60	3.08	2.49	—	2.49	—	2.49	126	—	126	—	126
9	Palletier ..	2.33	2.70	2.29	—	2.30	2.18	2.29	1,332	—	1,332	77	1,532
10	Press Mate ..	2.45	2.80	2.39	—	2.39	—	2.39	191	—	191	—	191
11	Sulphitation Mate ..	2.33	2.61	2.27	—	2.27	—	2.27	215	—	215	—	215
12	Crystalliser Mate ..	2.12	2.19	2.03	—	2.03	—	2.03	120	—	120	—	120
13	Fire man Water Attendant ..	2.24	2.82	2.24	—	2.24	—	2.24	469	—	469	—	469
14	Settling Mate ..	2.28	2.51	2.20	—	2.20	—	2.20	112	—	112	—	112
15	Liming Mate ..	2.19	3.49	2.33	—	2.33	—	2.33	219	—	219	—	219
16	Engine Driver ..	2.15	2.90	2.16	—	2.16	—	2.16	1,942	—	1,942	—	1,942
17	Mill Khalasi ..	2.09	2.43	1.99	—	1.99	—	1.99	1,217	—	1,217	—	1,217
18	Pump Driver ..	2.24	2.39	2.13	—	2.13	—	2.13	1,700	—	1,700	—	1,700
19	Juice Heater Mate ..	2.21	2.64	2.11	—	2.11	—	2.11	212	—	212	—	212
20	Motor Man ..	2.13	2.23	1.91	—	1.91	—	1.91	443	—	443	—	443
21	Sweeper ..	2.12	2.40	1.98	—	1.98	—	1.98	628	—	628	—	628
22	Oiler ..	2.13	2.26	1.90	—	1.90	—	1.90	2,632	—	2,632	—	2,632
23	Mazdoor ..	2.05	2.24	1.93	—	1.93	1.75	1.90	23,300	—	23,300	26	23,300
24	Centrifugal Mazdoor ..	2.10	2.28	1.92	—	1.92	—	1.92	7,900	—	7,900	—	7,900
25	Mill Boiler Mazdoor ..	2.24	2.61	2.13	—	2.13	2.17	2.13	6,169	—	6,169	—	6,169
All occupations in the stratum ..													
Percentage of workers in the above occupations ..													
		2.24	2.61	2.13	—	2.13	2.17	2.13	85.9	—	85.8	94.5	85.9

# STATEMENT XXI(c)

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SUGAR INDUSTRY

Stratum—Residual

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	(3)	Men	Women	Time (7)	Piece (8)	Overall (9)	Men (10)	Women (11)	Time (12)	Piece (13)	Total (14)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Pan Attendant ..	5.58	8.25	6.57	—	6.57	—	6.57	179	—	179	—	179	
2	Mill House Incharge ..	4.53	6.35	5.29	—	5.29	—	5.29	251	—	251	—	251	
3	Mill Fitter ..	3.69	5.40	4.70	—	4.70	—	4.70	421	—	421	—	421	
4	Fitter ..	3.35	5.55	4.05	—	4.05	—	4.05	340	—	340	—	340	
5	Assistant Mill Fitter ..	2.66	3.64	3.02	—	3.02	—	3.02	292	—	292	—	292	
6	Quadruple Man ..	2.90	4.10	3.45	—	3.45	—	3.45	136	—	136	—	136	
7	Centrifugal Mate ..	2.96	4.19	3.50	—	3.50	—	3.50	218	—	218	—	218	
8	Triple Man ..	2.88	3.55	3.00	—	3.00	—	3.00	70	—	70	—	70	
9	Palletar ..	3.10	3.42	3.33	—	2.60	5.01	3.33	1,196	—	833	363	1,196	
10	Press Mate ..	2.73	3.52	2.96	—	2.96	—	2.96	138	—	138	—	138	
11	Sulphitation Mate ..	2.60	3.36	2.75	—	2.75	—	2.75	265	—	265	—	265	
12	Crystalliser Mate ..	2.58	3.15	2.76	—	2.76	—	2.76	168	—	168	—	168	
13	Fire Man Water Attendant ..	2.49	3.33	2.93	—	2.93	—	2.93	492	—	492	—	492	
14	Settling Mate ..	2.39	3.20	2.76	—	2.76	—	2.76	168	—	168	—	168	
15	Lining Mate ..	2.41	3.03	2.72	—	2.72	—	2.72	206	—	206	—	206	
16	Engine Driver ..	2.50	3.52	2.73	—	2.73	—	2.73	700	—	700	—	700	
17	Mill Khalasi ..	2.42	3.03	2.62	—	2.62	—	2.62	717	—	717	—	717	
18	Pump Driver ..	2.42	3.19	2.52	—	2.52	—	2.52	1,167	—	1,167	—	1,167	
19	Juice Heater Mate ..	2.31	2.88	2.44	—	2.44	—	2.44	209	—	209	—	209	
20	Motor Man ..	2.73	3.57	2.35	—	2.35	—	2.35	12	—	12	—	12	
21	Sweeper ..	2.33	2.68	2.34	—	2.34	—	2.34	243	—	243	—	243	
22	Oil ..	2.36	2.88	2.32	—	2.32	—	2.32	986	—	986	—	986	
23	Mazdoor ..	2.17	2.45	2.28	—	2.28	—	2.28	12,281	—	12,281	—	12,281	
24	Centrifugal Mazdoor ..	2.20	2.86	2.40	—	2.40	—	2.40	3,020	—	3,020	—	3,020	
25	Mill Boiler Mazdoor ..	2.10	2.49	2.33	—	2.33	—	2.33	2,259	—	2,259	—	2,259	
	All occupations in the stratum ..	2.47	3.08	2.69	2.26	2.66	5.05	2.69	79.5	—	79.3	99.2	79.5	
	Percentage of workers in the above occupations													

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**STATEMENT XXII**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE HEAVY AND FINE CHEMICALS INDUSTRY**  
*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (In Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Chemist	6.90	10.97	7.79	7.61	7.77	—	7.77	474	52	526	—	526
2	Supervisory Worker	5.63	8.80	5.87	6.20	5.93	—	5.93	435	81	516	—	516
3	Electrician	4.48	6.21	4.98	—	4.93	—	4.98	176	—	176	—	176
4	Fitter (Mechanic)	4.38	7.23	5.26	—	5.26	—	5.26	518	—	518	—	518
5	Machinist	4.23	6.17	4.78	—	4.78	—	4.78	166	—	166	—	166
6	Boiler Attendant	4.11	5.43	4.31	—	4.31	—	4.31	174	—	174	—	174
7	Blacksmith	4.06	6.17	4.37	—	4.37	—	4.37	99	—	99	—	99
8	Junior Supervisor	3.99	6.70	4.44	8.52	4.55	—	4.55	528	14	542	—	542
9	Mason	3.95	5.23	4.33	—	4.33	—	4.33	125	—	125	—	125
10	Carpenter	3.94	5.30	4.30	—	4.32	3.21	4.30	174	—	174	4	174
11	Driver	3.88	5.32	4.23	—	4.23	—	4.23	295	—	295	—	295
12	Helper	3.56	5.12	3.65	5.56	3.60	—	3.60	1,238	348	1,586	—	1,586
13	Process Mistry	3.54	5.71	3.76	10.57	3.95	—	3.95	138	4	142	—	142
14	Machine Plant Operator	3.52	4.84	3.78	6.59	3.80	2.94	3.79	1,764	10	1,756	18	1,774
15	Welder	3.51	5.87	4.92	—	4.92	—	4.92	106	—	106	—	106
16	Miscellaneous Engineering Worker.	3.46	4.55	3.70	—	3.70	—	3.70	797	—	797	—	797
17	Muccadam	3.37	4.36	3.86	—	3.86	—	3.86	192	—	192	—	192
18	Amputile Filler & Sealer	2.81	3.77	3.20	—	2.83	4.21	3.20	255	—	187	68	255
19	Boiler Fireman	2.80	3.71	3.20	—	3.20	—	3.20	160	—	160	—	160
20	Checker	2.71	3.10	2.67	—	2.62	5.05	2.67	83	—	81	2	83
21	Unskilled Worker	2.69	3.67	2.76	3.26	2.83	3.48	2.84	16,211	3,018	18,626	603	19,229
22	Weighman	2.68	3.20	2.72	1.61	2.61	—	2.61	111	12	123	—	123
23	Furnace Operator	2.63	3.08	3.41	—	3.41	—	3.41	312	—	312	—	312
24	Tinsmith	2.43	3.78	2.67	—	2.67	—	2.67	154	—	154	—	154
25	Tablet Maker etc.	1.10	1.96	4.14	0.89	4.14	0.89	1.45	64	303	64	303	367
All occupations in the industry													
Percentage of workers in the above occupations		3.05	4.27	3.25	3.43	3.29	2.73	3.27	97.8	99.3	97.9	100.0	98.0





## STATEMENT XXII(c)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE HEAVY AND FINE CHEMICALS INDUSTRY  
Stratum—Residual

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Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men		Women		Men	Women	Time	Piece	Total	
				(3)	(4)	(5)	(6)						(7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Chemist ..	7.09	10.05	7.51	—*	7.51	—	7.51	152	2*	154	—	154
2	Supervisory Worker ..	5.00	6.76	5.40	1.48	5.21	—	5.21	204	11	215	—	215
3	Electrician ..	4.49	6.25	5.00	—	5.00	—	5.00	114	—	114	—	114
4	Fitter (Mechanic) ..	4.22	7.24	5.23	—	5.23	—	5.23	436	—	436	—	436
5	Machinist ..	4.20	6.14	4.78	—	4.78	—	4.78	156	—	156	—	156
6	Boiler Attendant ..	4.17	5.53	4.59	—	4.59	—	4.59	76	—	76	—	76
7	Blacksmith ..	4.07	6.34	4.42	—	4.43	—	4.43	86	—	86	—	86
8	Junior Supervisor ..	3.61	4.64	3.70	—	3.70	—	3.70	284	—	284	—	284
9	Mason ..	3.89	5.09	4.34	—	4.34	—	4.34	100	—	100	—	100
10	Carpenter ..	3.62	4.98	3.90	—	3.92	3.21	3.90	112	—	108	4	112
11	Driver ..	3.61	5.18	3.99	—	3.99	—	3.99	219	—	219	—	219
12	Helper ..	2.39	2.94	2.65	1.50	2.62	—	2.62	527	16	543	—	543
13	Process Mistry ..	2.54	4.03	2.72	—	2.72	—	2.72	98	—	98	—	98
14	Machine Plant Operator ..	3.53	4.79	3.80	—	3.81	2.94	3.80	1,408	—	1,300	18	1,408
15	Welder ..	3.47	6.13	5.16	—	5.16	—	5.16	88	—	88	—	88
16	Miscellaneous Engg. Workers ..	3.47	4.53	3.75	—	3.75	—	3.75	705	—	705	—	705
17	Muccadam ..	3.34	4.36	3.84	—	3.84	—	3.84	186	—	186	—	186
18	Amoule Filler and Sealer ..	3.70	4.26	4.07	—	3.28	5.45	4.07	22	—	14	8	22
19	Boiler Fireman ..	2.65	3.77	3.18	—	3.18	—	3.18	91	—	91	—	91
20	Checker ..	2.26	2.26	1.91	—	1.91	—	1.91	12	—	12	—	12
21	Unskilled Worker ..	2.45	3.22	2.62	2.06	2.54	2.64	2.54	9,915	1,601	11,151	365	11,516
22	Weighman ..	2.74	3.16	2.77	1.61	2.64	—	2.64	92	12	104	—	104
23	Furance Operator ..	2.66	3.06	3.48	—	3.48	—	3.48	296	—	296	—	296
24	Tinsmith ..	2.40	3.73	2.63	—	2.63	—	2.63	146	—	146	—	146
25	Tablet Maker, etc. ..	0.65	1.48	2.06	0.89	2.06	0.89	0.96	20	333	20	303	323
All occupations in the stratum ..													
Percentage of workers in the above occupations ..													
									98.1	99.8	98.2	100.0	98.3

\*Women workers did not feature in the sample.

# STATEMENT XXIII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE PRINTING PRESS INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Lino Operator ..	5.78	10.68	8.08	—	8.04	14.42	8.08	1,135	—	1,129	6	1,135
2	Foreman ..	5.22	11.26	6.34	—	6.34	—	6.34	1,345	—	1,345	—	1,345
3	Assistant Foreman ..	4.49	7.19	5.33	—	5.33	—	5.33	985	—	985	—	985
4	Mono Operator ..	4.60	7.96	5.84	—	5.58	8.21	5.84	692	—	623	69	692
5	Proof-Reader (Senior) ..	4.54	7.31	5.51	—	5.58	2.94	5.51	894	—	871	23	894
6	Proof-Reader (Junior) ..	3.99	6.57	4.63	3.45	4.52	—	4.52	991	6	997	—	997
7	Senior Machine Man ..	4.51	7.13	5.42	—	5.42	6.62	5.42	999	—	995	4	999
8	Machine Man ..	3.00	4.63	3.44	—	3.45	3.22	3.44	7,623	—	7,437	186	7,623
9	Cutting Machine Man ..	3.56	4.73	3.78	—	3.78	—	3.78	584	—	584	—	584
10	Copy Holder ..	3.11	4.50	3.51	3.49	3.51	—	3.51	1,144	6	1,150	—	1,150
11	Mono Caster ..	3.09	4.80	3.49	—	3.49	—	3.49	922	—	922	—	922
12	Compositor Grade I ..	3.02	4.87	3.71	—*	3.73	3.47	3.71	9,440	2*	8,534	908	9,442
13	Compositor Grade II ..	2.38	3.58	2.87	1.79	2.76	3.32	2.86	7,383	140	6,283	1,240	7,523
14	Impositor ..	3.01	4.64	4.19	—	4.17	6.94	4.19	660	—	656	4	660
15	Binder ..	3.01	4.34	3.52	1.81	3.52	3.04	3.52	4,889	2	4,780	111	4,891
16	Binder (Junior) ..	2.20	3.01	2.42	1.82	2.40	2.33	2.40	5,981	170	6,137	14	6,151
17	Lino Barman ..	2.69	3.43	2.98	—	2.98	—	2.98	443	—	443	—	443
18	Gally Man ..	2.37	3.09	2.55	—	2.55	—	2.55	755	—	755	—	755
19	Packer..	2.28	3.01	2.53	—	2.53	—	2.53	981	—	981	—	981
20	Distributor ..	2.25	3.03	2.41	—	2.39	2.65	2.41	1,812	—	1,647	165	1,812
21	Feeder ..	2.24	2.88	2.25	—	2.25	2.21	2.25	3,063	—	2,994	69	3,063
22	Mazdoor ..	2.19	2.83	2.39	—	2.43	1.06	2.39	6,322	—	6,127	195	6,322
23	Machine Man Helper ..	2.14	2.82	2.31	—	2.31	2.33	2.31	3,739	—	3,690	69	3,759
24	Helper ..	2.04	3.13	2.17	—	2.17	—	2.17	1,443	—	1,443	—	1,443
All occupations in the industry ..		2.87	4.38	3.36	1.76	3.35	3.28	3.35	85.0	75.6	84.4	97.0	84.9
Percentage of workers in the above occupations		..											

\*Did not feature in the sample.

STATEMENT XXIV  
AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN CERTAIN IMPORTANT OCCUPATIONS IN THE MATCH FACTORIES

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Band Rolling Receiver ..	4.79	5.10	6.48	—	—	6.48	6.48	122	—	—	122	122
2	Transporter ..	4.74	4.94	6.16	—	5.49	6.24	6.16	260	—	26	234	260
3	Fitter ..	4.62	8.43	8.77	—	8.77	—	8.77	264	—	264	—	264
4	Operator Band Rolling ..	4.60	4.88	6.84	—	3.40	7.21	6.84	146	—	14	132	146
5	Operator Box Making (Inner) ..	4.49	5.05	6.02	—	2.89	6.43	6.02	284	—	37	247	284
6	Operator Continuous Machine ..	4.42	4.77	6.23	—	—	6.23	6.23	43	—	—	43	43
7	Operator Box Making (Outer) ..	4.29	4.82	5.74	—	2.84	6.02	5.74	228	—	21	207	228
8	Operator Packing Machine	4.18	5.04	5.88	6.70	—	5.95	5.95	65	6	—	71	71
9	Operator Peeling Machine	3.98	4.11	4.86	—	2.14	6.70	4.86	65	—	26	39	65
10	Operator Box Closing ..	3.69	4.09	4.96	—	—	4.96	4.96	75	2*	2*	75	77
11	Operator Frictioning Machine ..	3.60	4.43	4.60	—	2.51	6.04	4.60	44	—	18	26	44
12	Operator Box Filling ..	3.27	4.50	4.24	—	—	4.24	4.24	358	—	—	358	358

\* Did not feature in the sample.

\* Did not feature in the sample.



STATEMENT XXIV—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
13	Operator Chopping Machine	3.27	3.75	4.28	—	2.44	5.56	4.28	38	—	32	6	38
14	<i>Mazdoor</i> ..	3.18	3.61	4.40	1.10	4.10	—	4.10	1,084	107	1,191	—	1,191
15	Operator Labelling Machine	2.82	3.07	3.78	—	3.36	3.95	3.78	69	—	20	49	69
16	Sweeper ..	2.61	2.97	4.03	0.57	3.26	—	3.26	63	18	81	—	81
17	Operator Levelling Machine	2.17	2.27	2.35	—	1.35	6.75	2.35	90	—	68	22	90
18	Checker ..	1.65	2.34	1.73	5.99	1.34	6.19	2.15	187	20	173	34	207
19	Dipper ..	1.24	1.51	1.27	—	1.27	—	1.27	230	—	230	—	230
20	Packer ..	1.14	1.44	1.52	2.42/ 0.56c	1.36	2.51	1.62	404	73/ 16c	383	110	493
21	General Assistant ..	0.65	1.13	0.88	0.75/ 0.54c	0.85	—	0.85	947	24/ 97c	1,068	—	1,068
22	Band Roller ..	0.34	2.07	1.41	0.69/ 0.61c	—	0.69	0.69	59	2,880/ 20c	—	2,959	2,959
23	Box Filler ..	0.30	1.63	0.86	0.77/ 0.72c	—	0.77	0.77	138	6,402/ 41c	—	6,581	6,581
24	Box Manufacturer ..	0.28	2.47	—	0.79/ 0.44c	—	0.78	0.78	—	7,513/ 40c	—	7,553	7,553
25	Frame Filler ..	0.15	1.59	—	0.53/ 0.43c	—	0.52	0.52	—	8,242/ 174c	—	8,416	8,416
All Occupations in the industry ..		0.88	2.34	4.21	0.71/ 0.50c	3.27	1.17	1.49	69.5	98.5/ 94.4c	71.6	95.6	91.9
Percentage of workers in the above occupations		..											

c—Children

**STATEMENT XXV**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE GLASS INDUSTRY**  
*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers										
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total					
														(3)	(4)	(5)	(6)	(7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)					
1	Foreman ..	4.19	6.18	5.00	—	5.00	—	5.00	319	—	319	—	319					
2	Blower ..	3.63	5.37	5.32	—	5.55	2.85	5.32	1,025	—	935	90	1,025					
3	Blower Helper ..	2.64	3.75	3.81	—	3.95	2.64	3.81	1,673	—	1,502	171	1,673					
4	Operator ..	3.42	4.84	4.66	—	4.66	—	4.66	347	—	347	—	347					
5	Fitter ..	3.12	5.34	4.71	—	4.71	—	4.71	434	—	434	—	434					
6	Assistant Fitter ..	1.35	3.24	4.14	—	4.14	—	4.14	231	—	231	—	231					
7	Machine Man ..	2.80	3.82	3.97	—	4.02	3.31	3.97	1,711	—	1,587	124	1,711					
8	Glass Sheet Cutter ..	2.44	4.54	3.68	1.15	2.52	4.27	3.43	703	74	374	408	777					
9	Top Machinist ..	2.41	3.32	3.96	—	3.96	—	3.96	371	—	371	—	371					
10	Bottom Machinist (Sheet Glass).	2.30	3.84	4.18	—	4.18	—	4.18	370	—	370	—	370					
11	Silvering Man ..	2.09	2.73	2.82	—	2.82	—	2.82	370	—	370	—	370					
12	Mixer Batch ..	2.07	2.55	2.43	2.31	2.43	—	2.43	749	21	770	—	770					
13	Helper ..	1.99	2.87	2.72	—	2.72	—	2.72	843	—	843	—	843					
14	Bubble Maker ..	1.95	2.51	2.25	—	2.25	—	2.25	612	—	612	—	612					
15	Sorter ..	1.90	2.47	2.56	1.72	2.37	—	2.37	622	176	798	—	798					
16	Annealer ..	1.82	2.45	2.18	—	2.18	—	2.18	760	—	760	—	760					
17	Mazdoor ..	1.81	2.44	2.24	1.48*	2.21	0.98	2.18	10,805	1,042/27*	11,662	212	11,874					
18	Bubble Holder ..	1.73	2.19	2.25	—	2.25	—	2.25	457	—	457	—	457					
19	Packer ..	1.71	2.39	2.32	1.31	2.24	1.40	2.14	649	148	706	91	797					
20	Airman ..	1.68	2.07	2.16	—	2.20	1.62	2.16	1,343	—	1,255	88	1,343					
21	Moulder ..	1.66	2.01	1.81	—	1.80	2.83	1.81	400	—	395	5	400					
22	Carrier ..	1.49	1.81	1.58	—	1.58	—	1.58	1,966	—	1,966	—	1,966					
23	Cooling Man ..	1.46	1.67	1.54	—	1.57	1.01	1.54	1,212	—	1,144	68	1,212					
24	Finisher ..	1.34	1.56	1.96	1.26	1.35	—	1.35	87	558	645	—	645					
All occupations in the industry ..														72.6	79.6/100.0*	72.4	91.1	73.0
Percentage of workers in the above occupations																		

\*Children did not feature in the sample.

STATEMENT XXV(a)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE GLASS INDUSTRY

Stratum—*Calcutta and 24 Parganas*

[illegible]

STATEMENT XXV(b)  
AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE GLASS INDUSTRY

*Stratum—Ferozabad*

[illegible]

STATEMENT XXV(c)  
AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE GLASS INDUSTRY

Stratum—Residual

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)				Estimated Number of Workers				
		Min.	Max.	(3)	Men			Piece	Overall	Men	Women	Time	Total
					(4)	(5)	(6)			(10)	(11)	(12)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Foreman ..	4.07	6.20	4.95	—	4.95	—	4.95	294	—	294	—	294
2	Blower ..	3.24	4.38	4.11	—	4.30	2.85	4.11	664	—	574	90	664
3	Blower Helper ..	2.52	3.43	3.79	—	3.97	2.64	3.79	1,260	—	1,089	171	1,260
4	Operator ..	3.20	4.39	4.63	—	4.63	—	4.63	257	—	257	—	257
5	Fitter ..	3.08	5.37	4.77	—	4.77	—	4.77	395	—	395	—	395
6	Assistant Fitter ..	1.26	3.32	4.43	—	4.43	—	4.43	201	—	201	—	201
7	Machine Man ..	2.77	3.54	4.17	—	4.28	3.31	4.17	1,168	—	1,044	124	1,168
8	Glass Sheet Cutter ..	2.53	4.82	3.94	1.13	2.75	4.38	3.64	618	72	287	403	690
9	Top Machinist ..	2.41	3.32	3.96	—	3.96	—	3.96	371	—	371	—	371
10	Bottom Machinist (Sheet Glass) ..	2.30	3.84	4.18	—	4.18	—	4.18	370	—	370	—	370
11	Silvering Man ..	2.09	2.74	2.83	—	2.83	—	2.83	366	—	366	—	366
12	Mixer Batch ..	1.90	2.36	2.41	—	2.41	—	2.41	463	—	463	—	463
13	Helper ..	1.98	2.96	2.84	—	2.84	—	2.84	709	—	709	—	709
14	Bubble Maker ..	1.86	2.34	2.19	—	2.19	—	2.19	425	—	425	—	425
15	Sorter ..	1.84	2.32	2.44	1.72	2.25	—	2.25	521	176	697	—	697
16	Annealer ..	1.75	2.28	2.10	—	2.10	—	2.10	574	—	574	—	574
17	Mazdoor ..	1.86	2.52	2.38	1.48*	2.33	0.98	2.30	8,752	1,028/27*	9,595	212	9,807
18	Bubble Holder ..	1.67	2.23	2.42	—	2.42	—	2.42	310	—	310	—	310
19	Packer ..	1.73	2.43	2.37	1.31	2.26	1.40	2.14	513	148	570	91	661
20	Airman ..	1.65	1.96	2.22	—	2.28	1.62	2.22	1,027	—	939	88	1,027
21	Moulder ..	1.58	1.98	1.83	—	1.81	2.83	1.83	268	—	258	5	263
22	Carrier ..	1.42	1.61	1.57	—	1.57	—	1.57	1,151	—	1,151	—	1,151
23	Cooling Man ..	1.44	1.61	1.54	—	1.58	1.01	1.54	952	—	884	68	952
24	Finisher ..	1.24	1.42	1.66	1.23	1.24	—	1.24	21	536	537	—	537
All occupations in the stratum		2.06	2.84	2.80	1.40*	2.70	2.71	2.70	83.6	95.0/100.0*	83.8	97.9	84.5
Percentage of workers in the above occupations					..								

\*Children did not feature in the sample.

## STATEMENT XXVI

[illegible]



# STATEMENT XXVIII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE SOAP FACTORIES

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Wireman	6.77	10.10	10.70	—	10.70	—	10.70	77	—	77	—	77
2	Fitter ..	6.77	10.62	10.33	—	10.33	—	10.33	246	—	246	—	246
3	Nailing Machine Operator	5.42	8.28	8.07	—	8.07	—	8.07	76	—	76	—	76
4	Chargeman	5.37	10.37	13.87	8.26	12.36	—	12.36	57	21	78	—	78
5	Printing Machine Operator	5.29	11.71	9.02	—	9.02	—	9.02	70	—	70	—	70
6	Assistant Operator	4.83	6.37	6.99	—	6.99	—	6.99	251	—	251	—	251
7	Chemical Hands, etc.	4.68	6.23	5.65	—	5.65	—	5.65	90	—	90	—	90
8	Eng. Labourer ..	4.67	5.85	6.56	—	6.56	—	6.56	317	—	317	—	317
9	Driver, Tractor ..	4.59	5.65	5.20	—	5.20	—	5.20	71	—	71	—	71
10	Jones Machine Operator	4.59	6.38	7.52	—	7.52	—	7.52	100	—	100	—	100
11	Serang ..	4.49	6.02	5.74	—	5.74	—	5.74	91	—	91	—	91
12	Boiler Attendant	4.31	6.26	5.85	—	5.85	—	5.85	68	—	68	—	68
13	Nailer & Strapper	4.22	5.64	6.04	—	6.07	4.10	6.04	133	—	131	2	133
14	Packer ..	4.21	4.92	4.48	6.72	5.57	—	5.57	392	372	764	—	764
15	Pan Sideman	4.20	9.03	6.86	—	6.86	—	6.86	60	—	60	—	60
16	Operator	4.03	7.20	6.02	—	6.02	—	6.02	258	—	258	—	258
17	Water Cooler	3.59	5.06	5.49	—	5.49	—	5.49	47	—	47	—	47
18	Leading Hand ..	3.47	6.37	4.80	—	4.80	—	4.80	68	—	68	—	68
19	General Labourer	3.30	4.61	3.92	5.73	3.95	2.83	3.94	2,688	36	2,692	32	2,724
20	Stacker	3.27	3.86	3.85	—	3.85	—	3.85	49	—	49	—	49
21	Barring Man	2.86	3.91	3.72	—	1.93	5.30	3.72	264	—	126	138	264
22	Boiler Fireman ..	2.84	3.73	4.16	—	4.16	—	4.16	113	—	113	—	113
23	Carpenter	2.69	4.92	4.40	—	4.46	1.68	4.40	85	—	83	2	85
24	Hand Wrapper ..	2.69	3.20	3.14	4.58/	4.24	2.19	3.35	319	55/	225	160	385
					0.55*					11*			
25	Hand Stamper ..	2.60	3.33	3.25	—	3.24	3.76	3.25	262	—	258	4	262
All occupations in the industry													
Percentage of workers in the above occupations				5.20	6.53	5.36	3.56	5.29	85.5	99.4/	85.7	100.0	86.4
				..	..	..	..	..	..	100.0*	..	..	..

\*Children.



# STATEMENT XXIX

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE HYDROGENATED OIL INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men			Women		Overall	Men	Women	Time	Piece Total
				(3)	(4)	(5)	(6)	(7)				(12)	(13)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Department Incharge Foreman ..	7.26	11.67	10.18	13.44	10.49	—	10.49	88	10	98	—	98
2	Welder ..	5.31	7.24	7.73	—	7.73	—	7.73	37	—	37	—	37
3	Plant Operator ..	4.83	7.89	6.72	—	6.72	—	6.72	342	—	342	—	342
4	M. P. Tester ..	4.36	6.20	5.05	—	5.05	—	5.05	66	—	66	—	66
5	Fitter ..	4.36	6.59	6.12	—	6.12	—	6.12	234	—	234	—	234
6	Turner ..	4.33	6.43	5.61	—	5.61	—	5.61	44	—	44	—	44
7	Boiler Attendant ..	4.11	4.88	4.57	—	4.57	—	4.57	70	—	70	—	70
8	Mucadam ..	3.90	5.58	6.07	—	6.07	—	6.07	73	—	73	—	73
9	Seamer ..	3.78	4.47	4.60	—	4.60	—	4.60	106	—	106	—	106
10	Power House Attendant ..	3.69	4.90	4.31	—	4.31	—	4.31	71	—	71	—	71
11	Mason ..	3.68	4.72	4.36	—	4.36	—	4.36	37	—	37	—	37
12	Electrician ..	3.62	5.32	4.37	—	4.37	—	4.37	85	—	85	—	85
13	Assistant Operator ..	3.42	4.59	4.16	—	4.16	—	4.16	237	—	237	—	237
14	Electrolyser Attendant ..	3.11	3.79	3.53	—	3.53	—	3.53	58	—	58	—	58
15	Compressor Driver ..	3.10	4.34	3.57	—	3.57	—	3.57	99	—	99	—	99
16	Helper ..	3.07	3.78	3.65	—	3.65	—	3.65	279	—	279	—	279
17	Process Mazdoor ..	2.87	3.49	3.16	—	3.16	—	3.16	1,412	—	1,385	27	1,412
18	Fireman ..	2.68	3.53	2.81	—	2.81	—	2.81	79	—	79	—	79
19	Mazdoor ..	2.70	3.07	3.15	2.85	3.09	2.12	3.09	1,881	420	2,250	51	2,301
20	Tin Shop Assistant ..	2.67	3.48	2.82	—	2.82	—	2.82	80	—	80	—	80
21	Solderer ..	2.58	4.15	2.83	—	2.83	—	2.83	162	—	162	—	162
22	Assistant Fireman ..	2.55	2.70	2.67	—	2.67	—	2.67	43	—	43	—	43
23	Pump Attendant ..	2.52	2.93	2.53	—	2.53	—	2.53	106	—	106	—	106
24	Coal Man ..	2.13	2.39	2.16	—	2.16	—	2.16	135	—	135	—	135
All occupations in the industry ..													
Percentage of workers in the above occupations				3.77	3.10	3.73	2.45	3.72	95.2	100.0	95.4	100.0	95.5

## STATEMENT XXX

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TANNERIES INDUSTRY

213

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Time			Overall	Men	Women	Time	Piece	Total	
				(3)	(4)	(5)							(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Samming Machine Man ..	4.69	5.41	5.02	—	3.55	9.19	5.02	23	—	17	6	23
2	Splitting Machine Operator	4.05	4.63	4.27	—	2.58	9.33	4.27	32	—	24	8	32
3	Shaving Machine Operator	3.57	4.04	3.43	—	3.43	—	3.43	151	—	151	—	151
4	Dyeing Drum Man ..	3.36	4.80	3.97	—	2.29	6.36	3.97	108	—	63	45	108
5	Rolling Machine Operator	3.08	3.23	3.16	—	2.44	7.75	3.16	44	—	38	6	44
6	Fitter ..	2.83	3.30	2.84	—	2.84	—	2.84	61	—	61	—	61
7	Glazing Machine Operator	2.42	2.72	2.38	—	2.15	6.29	2.38	144	—	136	8	144
8	Flesher, Hand ..	2.40	2.49	2.35	—	2.80	2.11	2.35	1,903	—	657	1,246	1,903
9	Mistry ..	2.19	3.08	2.08	—	2.07	2.33	2.08	1,103	—	1,094	9	1,103
10	Seasoner ..	2.15	2.56	2.31	1.55	2.17	6.44	2.30	137	4	137	4	141
11	Knife Man ..	2.14	2.51	2.21	—	—	2.21	2.21	601	—	—	601	601
12	Setter, Hand ..	2.07	2.16	2.16	—	2.01	2.21	2.16	1,455	—	316	1,139	1,455
13	Strainer ..	2.03	2.40	2.16	—	2.20	1.90	2.16	168	—	146	22	168
14	Sweeper ..	2.02	2.08	2.31	1.53	1.98	—	1.98	50	36	86	—	86
15	Buffing Machine Operator	2.01	2.35	2.20	—	2.08	2.43	2.20	114	—	75	39	114
16	Mazdoor ..	2.01	2.32	2.15	1.25/	2.02	2.29	2.13	8,875	207/	5,518	3,582	9,100
17	Helper, Operator ..	1.88	2.19	2.06	0.33*	2.01	—	2.01	175	18*	187	—	187
18	Goat Skin Knifer ..	1.88	1.95	1.86	1.16*	1.53	1.90	1.86	1,611	12*	165	1,446	1,611
19	Finisher & Trimmer ..	1.86	2.00	1.85	—	1.50	2.05	1.85	122	—	44	78	122
20	Soudher ..	1.85	4.91	1.86	—	1.72	1.95	1.86	1,185	—	486	699	1,185
	All occupations in the Industry ..	2.12	2.42	2.20	1.28/	2.16	2.22	2.19	91.2	93.6/	86.	96.9	91.1
	Percentage of workers in the above occupations			..	0.83*					50.0*			

\*Children.

\*Children.

M/P(N)361DofLB-16

# STATEMENT XXXI AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE FOOTWEAR MANUFACTURING INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Skiver ..	6-10	7-39	6-77	—	4-06	6-86	6-77	124	—	4	120	124
2	Upper Repairer ..	4-85	9-06	6-22	—	4-14	6-81	6-22	371	—	82	289	371
3	Fitter ..	4-23	5-38	4-42	—	3-00	4-46	4-42	467	—	13	454	467
4	Hand Strainer ..	4-07	4-85	4-08	—	—	4-08	4-08	40	—	—	40	40
5	Lacer ..	3-64	4-00	3-45	2-95	3-45	2-95	3-34	36	10	10	36	46
6	Examiner Grade I ..	3-56	6-05	4-54	—	4-54	—	4-54	340	—	340	—	340
7	Closing Machinist ..	3-51	6-56	4-44	—	—	4-44	4-44	146	—	—	146	146
8	Cutter Machine ..	3-50	5-78	4-98	—	2-51	5-45	4-98	240	—	38	202	240
9	Sewing Machine Operator ..	3-45	5-79	4-55	3-40	3-32	4-68	4-54	382	2	41	343	384
10	Machine Operator Gd. I ..	3-41	5-03	4-32	—	2-99	4-40	4-32	1,661	—	101	1,660	1,661
11	Machine Operator Gd. II ..	3-57	4-62	3-67	—	3-17	3-78	3-67	176	—	32	144	176
12	Fitter ..	3-36	5-14	3-92	—	3-92	—	3-92	177	—	177	—	177
13	Lining Press Cutter ..	3-30	7-29	4-33	—	3-22	4-64	4-33	92	—	20	72	92
14	Mazdoor ..	3-05	3-96	3-42	—	2-87	4-33	3-42	843	—	525	318	843
15	Sweeper ..	2-96	3-09	2-88	—	2-86	3-61	2-88	91	—	89	2	91
16	Press Cutter ..	2-94	4-42	3-57	—	2-35	4-72	3-57	288	—	140	148	288
17	Sluggar ..	2-80	5-65	4-46	—	—	4-46	4-46	91	—	—	91	91
18	Roller Man ..	2-18	3-32	2-55	—	2-55	—	2-55	172	—	172	—	172
19	Press Machine Operator ..	2-16	3-27	2-53	—	—	2-53	2-53	38	—	—	38	38
20	Assembler Grade II ..	2-09	6-31	3-86	—	3-97	3-85	3-86	611	—	12	599	611
21	Packer ..	2-02	2-80	2-35	—	2-27	4-18	2-35	194	—	186	8	194
22	Heel Compressor ..	2-01	2-52	2-11	—	1-61	2-40	2-11	114	—	42	72	114
23	Helper ..	1-89	2-74	2-19	—	2-28	1-48	2-19	380	4*	340	44	384
24	Pullover, Lusting (Hand) try ..	1-54	5-66	2-97	—	3-65	2-95	2-97	2,563	—	50	2,513	2,563
	All occupations in the industry ..	2-83	5-17	3-74	3-09	3-20	3-97	3-73	84-3	61-5	68-9	91-1	84-3
	Percentage of workers in the above occupations ..	..	..	..	..	..	..	..	..	..	..	..	..

\*Female workers did not feature in the sample.

# STATEMENT XXXII AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE CLOTHING MANUFACTURING INDUSTRY.

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)			Estimated Number of Workers						
		Min.	Max.	Overall	Men	Women	Time	Piece	Men	Women	Time	Piece	Total	
1	Carpenter ..	5.60	5.70	5.91	5.91	—	5.91	—	5.91	10	—	10	—	10
2	Driver ..	5.56	6.36	6.08	6.08	—	6.08	—	6.08	10	—	10	—	10
3	Tailor (Specialist)	4.02	9.47	6.06	6.15	6.18	6.06	6.06	94	—	11	83	94	94
4	Foreman (Jamadar)	3.99	3.99	4.02	4.02	—	4.02	—	4.02	4	—	4	—	4
5	Cutter Machine ..	3.97	4.50	3.84	3.84	—	3.84	—	3.84	27	—	27	—	27
6	Head Mechanic ..	3.84	3.84	3.57	3.57	—	3.57	—	3.57	2	—	2	—	2
7	Assistant Mechanic	2.00	2.00	2.09	2.09	—	2.09	—	2.09	2	—	2	—	2
8	Inspector ..	3.70	5.39	3.81	3.81	—	3.81	—	3.81	54	—	54	—	54
9	Sorter ..	3.25	4.00	4.04	4.04	—	4.04	—	4.04	4	—	4	—	4
10	Sweeper ..	3.25	3.50	3.60	3.60	—	3.60	—	3.60	10	—	10	—	10
11	Measurer ..	3.22	3.22	2.86	2.86	—	2.86	—	2.86	12	—	12	—	12
12	Cutter (All round)	3.21	4.39	3.45	3.57	1.03	3.08	3.35	181	7	106	82	188	188
13	Trimmer ..	3.11	3.21	3.55	3.39	2.19	—	3.39	48	6	54	—	54	54
14	Ironer ..	2.80	3.03	2.83	2.83	—	—	2.83	39	—	39	—	39	39
15	Button Hole Marker	2.71	2.80	2.85	1.94	—	3.52	2.85	65	—	27	38	65	65
16	Ironer (All round)	2.69	3.77	3.21	1.11*	—	3.73	3.12	170	8*	71	107	178	178
17	Supervisor (Section-in-Charge).	2.42	4.39	3.37	1.94	—	—	2.84	45	27	72	—	72	72
18	Marker ..	2.38	2.38	2.17	2.17	—	—	2.17	17	—	17	—	17	17
19	Helper/Mazdoor ..	2.36	2.95	2.55	2.55	—	—	2.55	271	—	271	—	271	271
20	Tailor (All round)	2.33	4.26	3.23	2.08	2.08	2.82	2.86	1,327	648	281	1,694	1,975	1,975
21	Designer ..	2.31	2.31	2.22	2.22	—	—	2.22	7	—	7	—	7	7
22	Assistant Cutter	2.26	2.41	1.95	—	—	—	1.95	23	—	23	—	23	23
23	Button Fixing Machinist	1.99	2.11	1.80	—	—	—	1.80	14	—	14	—	14	14
24	Stitcher ..	1.90	2.26	1.85	1.33	0.93	1.38	1.36	47	712/29*	30	758	788	788
25	Packer ..	1.87	2.36	2.11	0.67/	1.95	—	1.95	61	8*	69	—	69	69
All occupations in the industry		2.41	3.79	3.23	1.69/1.20*	2.88	2.58	2.67	100.0	100.0/100.0*	100.0	100.0	100.0	100.0
Percentage of workers in the above occupations														

\*These workers are children.

# STATEMENT XXXIII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE ARTIFICIAL MANURES INDUSTRY

Serial No.	Name of occupation	Average Wage Rate per day (in Rs.)			Average Earnings per day (in Rs.)				Estimated Number of Workers				
		Min.	Max.	(3)	Men			Overall	Men	Women	Time (12)	Piece (13)	Total (14)
					(4)	(5)	(6)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Foreman ..	16.44	22.27	15.90	—	15.90	—	15.90	174	—	174	—	174
2	Chargeman ..	9.84	14.23	11.42	—	11.42	—	11.42	616	—	616	—	616
3	Instrument Mechanic Grade I.	7.79	10.90	8.40	—	8.40	—	8.40	96	—	96	—	96
4	Instrument Mechanic Grade II.	5.97	8.46	6.33	—	6.33	—	6.33	74	—	74	—	74
5	Instrument Mechanic Grade III.	5.00	6.35	4.57	—	4.57	—	4.57	47	—	47	—	47
6	Fitter Grade I ..	7.63	10.74	9.47	—	9.47	—	9.47	264	—	264	—	264
7	Fitter Grade II ..	5.53	7.51	6.34	—	6.34	—	6.34	560	—	560	—	560
8	Mechanic ..	6.60	9.15	7.08	—	7.08	—	7.08	68	—	68	—	68
9	Operator Junior & Senior	6.28	8.59	7.19	—	7.19	—	7.19	1,973	—	1,973	—	1,973
10	Driver ..	6.21	8.02	7.63	—	7.63	—	7.63	33	—	33	—	33
11	Electrician ..	5.85	7.94	5.64	—	5.64	—	5.64	264	—	264	—	264
12	Welder Grade II ..	5.78	8.06	5.55	—	5.55	—	5.55	206	—	206	—	206
13	Rigger Grade II ..	5.67	7.87	7.20	—	7.20	—	7.20	121	—	121	—	121
14	Equipment Operator ..	5.53	7.33	6.05	—	6.05	—	6.05	157	—	157	—	157
15	Apprentice ..	5.14	5.62	5.00	—	5.00	—	5.00	238	—	238	—	238
16	Driver/Truck/Lorry/Car ..	4.44	6.62	5.61	—	5.61	—	5.61	171	—	171	—	171
17	Helper ..	3.75	4.74	4.49	—	4.49	—	4.49	3,022	—	3,022	—	3,022
18	Mistry ..	3.54	4.35	3.58	—	3.58	—	3.58	87	—	87	—	87
19	Sweeper ..	2.86	3.06	2.61	—	2.61	—	2.61	140	9*	149	—	149
20	Kamin/Mazdoor ..	2.21	2.45	2.82	1.98/	2.61	1.46	2.56	4,215	1,710/	5,742	267	6,009
21	Feeder ..	2.16	2.39	2.11	1.42**	—	—	2.11	26	84**	—	—	26
22	Cleaner ..	0.87	0.88	1.48	0.75	0.87	—	0.87	77	399	476	—	476
All occupations in the industry.		4.39	5.67	5.45	1.75/	5.01	1.47	4.96	88.1	100.0/	89.5	100.0	89.7
Percentage of workers in the above occupations													

\*Women did not feature in the sample.

\*\* Children.

# STATEMENT XXXIV

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE CIGARETTE INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Head Mistry ..	8.34	15.25	10.60	—	10.60	—	10.60	202	—	202	—	202
2	Section Man ..	6.80	14.24	8.13	—	8.13	—	8.13	233	—	233	—	233
3	Mucaddam ..	6.00	10.56	7.28	—*	7.28	—	7.28	214	2*	216	—	216
4	Fitter ..	5.86	9.21	7.23	—	7.23	—	7.23	409	—	409	—	409
5	Driver, Truck/Lorry/Car ..	5.78	9.11	6.97	—	6.97	—	6.97	147	—	147	—	147
6	Case Maker ..	5.54	8.60	9.89	—	9.89	—	9.89	114	—	114	—	114
7	Machine Attendant ..	5.19	8.35	7.76	—	7.76	—	7.76	229	—	229	—	229
8	Checker ..	4.93	8.12	6.15	—	6.15	—	6.15	216	—	216	—	216
9	Operator Grade I ..	4.76	6.98	7.46	—	7.46	—	7.46	92	—	92	—	92
10	General Machine Worker ..	4.59	7.24	7.04	—	7.04	—	7.04	999	—	999	—	999
11	Operator Grade II ..	4.69	7.19	7.28	—	7.28	—	7.28	691	—	691	—	691
12	Blender ..	3.07	4.23	3.34	—	3.34	—	3.34	86	—	86	—	86
13	Sorter ..	4.36	6.79	6.07	—	6.07	—	6.07	156	—	156	—	156
14	Case Packer & Nailer ..	4.16	6.27	5.98	—	5.98	—	5.98	319	—	319	—	319
15	Mazdoor ..	4.16	6.53	5.59	4.30	5.37	—	5.37	3,740	823	4,563	—	4,563
16	Hand Packer ..	3.82	5.36	5.77	4.61	5.07	3.48	4.98	145	312	431	26	457
17	Parcel Labeller ..	3.80	5.80	5.41	—	5.41	—	5.41	95	—	95	—	95
18	Boxer Off ..	3.68	4.33	4.50	3.91	3.80	4.89	4.46	167	11	70	108	178
19	Feeder & Receiver ..	3.15	4.10	8.43	—	8.43	—	8.43	1,267	—	1,267	—	1,267
All occupations in the Industry ..		4.50	7.05	6.69	4.43	6.48	4.61	6.46	88.6	94.2	80.0	100.0	89.1
Percentage of workers in the above occupations													

\*Did not feature in the sample.

# STATEMENT XXXV

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE BIDI INDUSTRY

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (In Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Driver ..	2.64	3.03	2.43	—	2.43	—	2.43	175	—	175	—	175
2	Tobacco Processor ..	2.08	2.32	2.78	1.48	1.99	—	1.99	57	88	145	—	145
3	Maistry/Supervisor ..	2.04	2.62	2.00	1.83	1.96	5.94	2.00	1,882	23	1,883	22	1,905
4	Tandoorwala/Bhatti Wala	1.63	1.96	1.63	—	1.63	—	1.63	465	—	465	—	465
5	Bidi Counter ..	1.65	3.30	2.06	—	1.73	5.18	2.06	2,484	—	2,250	234	2,484
6	Labeller ..	1.43	2.57	2.00	1.82/ 1.13*	1.47	2.11	1.97	5,659	498/ 29*	1,335	4,851	6,186
7	Leaf Processor ..	1.35	1.52	1.31	—	1.31	—	1.31	50	—	50	—	50
8	Helper ..	1.29	1.70	1.60	0.99/ 0.72*	1.39	—	1.39	699	384/ 6*	1,089	—	1,089
9	Sweeper ..	1.27	1.29	1.35	0.79	1.21	—	1.21	86	29	115	—	115
10	Bidi Roller ..	0.93	2.92	1.89	1.57/ 1.26*	—	1.79	1.79	65,254	31,822/ 428*	—	97,504	97,504
	All occupations in the industry.	1.00	2.89	1.92	1.56/ 1.24*	1.69	1.81	1.80					
	Percentage of workers in the above occupations								100 0	100.0/ 100.0*	100.0	100.0	100.0

\*Children.

# STATEMENT XXXVI

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TOBACCO CURING WORKS INDUSTRY

*Industry as a whole.*

Industry as a whole.

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men		Women		Overall	Men	Women	Time	Piece	Total
				(3)	(4)	(5)	(6)						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Fitter ..	3.51	5.32	4.23	—	4.23	—	4.23	123	—	123	—	123
2	Bale and Package Opener ..	3.50	3.52	3.56	—	2.83	3.62	3.56	176	—	12	164	176
3	Carpenter Grade I & II ..	3.02	4.30	3.60	—	3.60	—	3.60	164	—	164	—	164
4	Checker ..	3.02	4.22	3.25	—	3.25	—	3.25	56	—	56	—	56
5	Maistry ..	3.01	4.50	3.40	1.62	3.35	—	3.35	142	4	146	—	146
6	Driver (Vehicle)...	2.92	4.33	2.96	—	2.96	—	2.96	196	—	196	—	196
7	General Worker ..	2.63	3.22	2.84	3.01/	2.87	2.84	2.87	8,129	2,543/	10,496	186	10,682
					0.80*					10*			
8	Marker ..	2.55	3.40	2.78	—	2.78	—	2.78	172	—	172	—	172
9	Sweeper ..	2.36	2.63	1.62	—	2.43	—	2.43	10	748/	764	—	764
					0.62*					6*			
10	Supervisor/Maistry ..	1.88	2.05	2.32	1.93	1.94	—	1.94	87	1,600	1,687	—	1,687
11	Packer ..	2.25	2.61	2.45	2.81	2.36	2.63	2.45	1,678	33	1,134	577	1,711
12	Picker ..	2.18	2.40	1.90	2.72	2.25	—	2.25	68	180	248	—	248
13	Stemmer ..	2.09	3.09	—	2.47	1.58	3.13	2.47	—	20,148	8,630	11,518	20,148
14	Head Maistry ..	1.97	1.97	2.58	1.98	1.98	—	1.98	2	205	207	—	207
15	General <i>Mazdoor</i> ..	1.95	2.18	2.25	1.72	1.83	3.41	2.09	2,643	1,107	3,130	620	3,750
16	Redrying Machine Worker ..	1.62	1.62	1.67	1.59	1.62	—	1.62	202	614	816	—	816
17	Grader & Tier ..	1.61	1.66	1.31	1.64	1.64	—	1.64	28	54,277	54,305	—	54,305
18	Table Women ..	1.59	1.62	—	1.62	1.62	—	1.62	—	1,304	1,304	—	1,304
19	Wrapper, Labeller, Packet Maker ..	1.21	1.80	1.69	0.66	1.69	0.81	1.33	908	471	732	647	1,379
	All occupations in the industry ..	1.88	2.24	2.68	1.89/	1.83	3.06	2.01	94.2	100.0/	99.0	99.8	99.1
					0.73*					100.0*			
	Percentage of workers in the above occupations												

\*Children.

\*Children.





STATEMENT XXXVI(b)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TOBACCO CURING WORKS INDUSTRY

Stratum—Residual

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers						
		Min.	Max.	Men		Women		Piece	Time	Men	Women	Time	Piece	Total
				(3)	(4)	(5)	(6)							
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Fitter .. ..	3.76	5.89	4.10	—	4.10	—	4.10	37	—	37	—	37	
2	Bale and Package Opener ..	3.50	3.52	3.56	—	2.83	3.62	3.56	176	—	12	164	176	
3	Carpenter Grade I & II ..	3.15	4.42	3.65	—	3.65	—	3.65	68	—	68	—	68	
4	Checker .. ..	—	—	—	—	—	—	—	—	—	—	—	—	
5	Maistry .. ..	2.94	4.07	3.12	1.62	3.04	—	3.04	70	4	74	—	74	
6	Driver (Vehicle) ..	2.39	2.71	2.56	—	2.56	—	2.56	27	—	27	—	27	
7	General Workers ..	2.64	3.18	2.74	2.69/	2.72	—	2.72	2,509	498/	3,017	—	3,017	
					0.80*					10*				
8	Marker .. ..	2.72	3.65	2.86	—	2.86	—	2.86	72	—	72	—	72	
9	Sweeper .. ..	2.36	2.66	—	2.47/	2.43	—	2.43	2	416/	424	—	424	
					0.62*					6*				
10	Supervisor/Maistry ..	2.08	2.35	2.32	2.03	2.10	—	2.10	77	227	304	—	304	
11	Packer .. ..	2.14	2.47	2.25	2.81	2.33	2.08	2.36	1,186	33	806	353	1,219	
12	Picker .. ..	2.18	2.40	1.00	2.72	2.25	—	2.25	68	180	248	—	248	
13	Stemmer .. ..	2.40	3.75	—	2.94	—	2.94	2.94	—	6,236	—	6,236	6,236	
14	Head Maistry .. ..	1.91	1.91	2.58	1.64	1.83	—	1.83	2	8	10	—	10	
15	General <i>Mazdoor</i> ..	1.97	2.27	2.04	2.00	1.96	3.04	2.02	904	410	1,222	92	1,314	
16	Redrying Machine Worker ..	1.50	1.50	1.56	—	1.50	—	1.50	29	—	29	—	29	
17	Grader & Tier .. ..	1.75	1.86	—	1.79	1.79	—	1.79	—	10,082	10,082	—	10,082	
18	Table Woman .. ..	1.61	1.61	—	1.61	1.61	—	1.61	—	271	271	—	271	
19	Wrapper, Labeller, Packet, Maker.	1.21	1.80	1.69	0.66	1.69	0.81	1.33	908	471	732	647	1,379	
	All occupations in the stratum.	2.08	2.63	2.44	2.26/	1.94	2.82	2.26	93.1	100.00/	97.6	99.7	98.2	
	Percentage of workers in the above occupations				0.73*					100.00*				

\*Children.

# STATEMENT XXXVII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE CASHEWNUT FACTORIES

Stratum—Industry as a whole

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Engine Driver/Plant Operator	3.64	4.45	3.36	—	3.36	—	3.36	10	—	10	—	16
2	Carpenter	2.98	3.17	3.11	—	3.11	—	3.11	18	—	18	—	18
3	Blacksmith	2.68	4.04	3.37	—	3.37	—	3.37	22	—	22	—	22
4	Maistry	2.11	3.01	2.04	2.12	2.05	—	2.05	1,217	123	1,340	—	1,340
5	Drying Worker	2.08	2.81	2.36	—	2.26	—	2.26	594	—	594	—	594
6	Mucaddam	1.98	2.92	2.34	2.36	2.35	—	2.35	11	24	35	—	35
7	Weigher	1.93	2.35	1.78	—	1.78	—	1.78	137	—	137	—	137
8	Roaster	1.93	2.17	2.31	—	2.16	3.94	2.31	1,358	—	1,358	103	1,358
9	Scrubber	1.86	1.86	1.86	—	1.86	—	1.86	91	—	91	—	91
10	Tinker	1.83	2.70	2.15	—	2.15	—	2.15	75	—	75	—	75
11	General Mazdoor	1.67	1.94	1.91	1.30	1.85	—	1.85	736	86	822	—	822
12	Packer	1.63	2.06	1.91	—	1.91	—	1.91	83	—	83	—	83
13	Blower	1.47	1.47	1.50	—	1.50	—	1.50	9	—	9	—	9
14	Checker/Examiner	1.33	1.36	1.39	1.32	1.37	—	1.37	11	48	59	—	59
15	Sweeper	1.32	1.32	1.50	1.28	1.32	—	1.32	2	8	10	—	10
16	Filler	1.27	1.27	—	1.28	1.28	—	1.28	—	141	141	—	141
17	Grader	1.00	1.25	1.17	1.13	1.10	—	1.13	49	8,562	1,222	7,389	8,611
18	Sheller	0.56	1.66	1.15	0.97	—	0.99	0.99	3,725	35,263	—	38,988	38,988
19	Peeler	0.49	1.46	0.94	0.78	—	0.78	0.78	1,829	36,410	—	38,239	38,239
All occupations in the industry.													
Percentage of workers in the above occupations.													
		0.64	1.57	1.55	0.91	1.85	0.92	0.98	100.0	100.0	100.0	100.0	100.0

STATEMENT XXXVII (a)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE CASHEWNUT FACTORIES

## Stratum—Kerala

[illegible]



**STATEMENT XXXVIII**  
**AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TEA PLANTATIONS INDUSTRY.**  
*Industry as a whole*

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers						
		Min.	Max.	Men		Women	Piece	Overall	Men	Women	Time	Piece	Total	
				(3)	(4)									(5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Head Conductor	..	5.27	7.78	7.41	—	7.41	—	7.41	1,605	—	1,605	—	1,605
2	Assistant Conductor	..	3.58	6.81	6.05	—	6.05	—	6.05	1,149	—	1,149	—	1,149
3	Maistry	..	1.87	2.65	2.10	1.87	2.10	—	2.10	22,105	119	22,224	—	22,224
4	Field Workers getting job pay	..	1.78	1.78	1.77	1.57	1.77	—	1.77	6,522	80	6,602	—	6,602
5	Field Workers (Ordinary)	..	1.45	1.59	1.61/ 0.99A	1.44/ 0.84C	1.66	1.51	1.56	1,08,009/ 168A	11,600/ 6,873C	40,313	86,337	1,26,650
6	Plucker	..	1.21	3.55	1.72/ 1.19A	1.65/ 0.99C	1.44	1.65	1.64	1,91,834/ 2,628A	3,81,354/ 32,300C	46,045	5,62,071	6,08,116
7	Driver	..	3.78	4.52	4.40	—	4.40	—	4.40	127	—	127	—	127
	All occupations in the industry	..	1.28	3.23	1.76/ 1.18A	1.65/ 0.97C	1.86	1.63	1.66					
	Percentage of workers in the above occupations									100.0/ 100.0A	100.0/ 100.0C	100.0	100.0	100.0

A=Adolescents. C=Children.

A=Adolescents. C=Children.

STATEMENT XXXVIII(a)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TEA PLANTATIONS INDUSTRY

Stratum—North East India

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)			Estimated Number of Workers						
		Min.	Max.	Men	Women	Time	Piece	Men	Women	Time	Piece	Total	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Head Conductor	..	4.70	6.82	6.52	—	6.52	—	6.52	1,259	—	—	1,259
2	Assistant Conductor	..	3.93	5.42	6.17	—	6.17	—	6.17	358	—	—	358
3	Maistry	..	1.90	2.59	2.08	2.13	2.08	—	2.08	16,273	79	16,352	—
4	Field Workers getting job pay	..	1.77	1.78	1.76	1.57	1.76	—	1.76	2,547	80	2,627	—
5	Field Workers (Ordinary)	..	1.35	1.55	1.56	1.45/0.86C	1.48	1.51	1.51	70,712	11,107/5,011C	493	86,830
6	Pluckers	..	1.21	3.73	1.72	1.68/0.99C	0.84	1.66	1.66	1,86,463	3,21,032/31,254C	3,998	5,38,749
7	Driver	..	—	—	—	—	—	—	—	—	—	—	—
	All occupations in the stratum	..	1.26	3.41	1.74	1.67/0.97C	2.34	1.64	1.66	100.0	100.0/100.0C	100.0	100.0
	Percentage of workers in the above occupations												

C=Children.

STATEMENT XXXVIII (b)

AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE TEA PLANTATIONS INDUSTRY

Stratum—*South India*

Stratum—South India													
Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day in (Rs.)					Estimated Number of Workers				
		Min.	Max.	Men	Women	Time	Piece	Over-all	Men	Women	Time	Piece	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Head Conductor	7.34	11.28	10.64	—	10.64	—	10.64	346	—	346	—	346
2	Assistant Conductor	3.42	7.44	6.00	—	6.00	—	6.00	791	—	791	—	791
3	Maistry	1.79	2.82	2.16	1.37	2.16	—	2.16	5,832	40	5,872	—	5,872
4	Field Workers getting job pay	1.78	1.78	1.77	—	1.77	—	1.77	3,975	—	3,975	—	3,975
5	Field Workers (Ordinary)	1.67	1.67	1.70/ 0.99A	1.29/ 0.79C	1.66	—	1.66	37,297/ 168A	493/ 1,862C	39,820	—	39,820
6	Plucker	1.21	2.16	1.84/ 1.19A	1.52/ 1.03C	1.50	1.53	1.52	5,371/ 2,628A	60,322/ 1,046C	42,047	27,320	69,367
7	Driver	3.78	4.52	4.40	—	4.40	—	4.40	127	—	127	—	127
	All occupations in the stratum	1.44	2.08	1.90/ 1.18A	1.52/ 0.88C	1.70	1.53	1.66					
	Percentage of workers in the above occupations								100.0/ 100.0A	100.0/ 100.0C	100.0	100.0	100.0
A = Adolescents. C = Children.													

A = Adolescents, C = Children.







# STATEMENT XLII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE MANGANESE MINES

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Mechanical Incharge/Foreman	5.49	7.68	5.97	—	5.97	—	5.97	186	—	186	—	186
2	Mistry ..	3.32	4.95	3.79	—	3.79	—	3.79	241	—	241	—	241
3	Truck Driver ..	3.16	4.01	3.66	—	3.57	5.38	3.66	348	—	221	127	348
4	Driller Machine ..	3.05	4.61	3.72	—	1.97	5.02	3.72	456	—	328	128	456
5	Fitter ..	2.78	3.87	3.22	—	3.22	—	3.22	239	—	239	—	239
6	Ore Washing Operator	2.48	3.91	3.28	0.90	1.08	3.32	3.20	738	204	308	634	942
7	Blaster ..	2.16	2.57	2.33	—	2.33	—	2.33	295	—	295	—	295
8	Timber Man ..	2.14	2.36	2.29	—	2.29	—	2.29	128	—	128	—	128
9	Hoist Driver ..	2.03	2.52	2.20	—	2.20	—	2.20	171	—	171	—	171
10	Mate ..	2.03	2.37	2.06	1.17	2.06	—	2.06	993	6	999	—	999
11	Pump Attendant	1.83	2.52	2.14	—	2.14	—	2.14	429	—	429	—	429
12	Excavator ..	1.64	1.66	1.66	—	1.66	—	1.66	1,150	—	1,150	—	1,150
13	Mazdoor ..	1.56	1.96	1.75/	1.94	1.55	2.48	1.86	4,787	2,922/	6,347	1,372	7,719
				A1.00						A10			
14	Loader/Unloader	1.56	1.78	1.77	1.84	1.81	1.74	1.80	1,326	579	1,257	648	1,905
15	Digger ..	1.55	2.00	1.78	—	1.75	1.94	1.78	4,674	—	3,750	924	4,674
16	Tramline Worker	1.52	1.78	1.67	—	1.67	—	1.67	485	—	485	—	485
17	Helper ..	1.49	1.64	1.71	1.04	1.63	—	1.63	353	85	438	—	438
18	Sweeper ..	1.37	1.50	1.54	1.34	1.45	—	1.45	363	232	595	—	595
19	Carrier ..	1.37	1.70	1.35	1.44	1.36	1.53	1.42	1,008	1,655	2,115	548	2,663
20	Open Cast Miner	1.36	2.32	1.83	2.01	1.37	1.95	1.93	6,808	5,730	1,390	11,148	12,538
21	Sorter ..	1.20	1.59	1.78	2.41	2.38	1.66	2.27	1,370	2,420	3,086	704	3,790
22	Screenner and Cleaner	1.19	2.49	1.81	1.82	1.09	1.85	1.81	10,652	13,555	996	23,211	24,207
23	Dresser ..	1.16	1.59	1.52	1.54	1.41	1.67	1.54	2,739	6,577	5,766	3,550	9,316
24	Miner ..	0.83	2.80	1.81	1.58	—	1.72	1.72	8,001	5,992	—	13,993	13,993
	All occupations in the industry	1.45	2.36	2.06/	1.83	1.86	2.02	1.96	96.4	99.8/	94.4	99.9	97.9
	Percentage of workers in the above occupations			A1.00						100.0 A			

A=Adolescents

## STATEMENT XLIII

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE MICA MINES

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)			Estimated Number of Workers			
		Min.	Max.	Men	Women	Piece	Overall	Men	Women	Total
1	Compressor Driver	2.96	3.08	2.84	—	2.84	—	204	—	204
2	Fitter	2.72	2.84	2.67	—	2.67	—	109	—	109
3	Driver	2.50	2.50	2.10	—	2.10	—	17	—	17
4	Carpenter	2.41	2.41	2.57	—	2.57	—	478	—	478
5	Winch Khalasi	2.37	2.47	2.44	—	2.44	—	105	—	105
6	Black Smith	2.34	2.38	2.46	—	2.46	—	153	—	153
7	Shot Firer	2.34	2.39	2.47	—	2.47	—	803	—	803
8	Electric Fitter	2.32	2.32	2.49	—	2.49	—	19	—	19
9	Pump Khalasi	2.29	2.38	2.24	—	2.24	—	348	—	348
10	Machine Driller	2.15	2.20	2.28	—	2.28	—	1,822	—	1,822
11	Sardar	2.05	2.27	2.26	—	2.26	—	224	—	224
12	Compressor Khalasi	1.63	1.80	1.69	—	1.69	—	87	—	87
13	Mazdoor Hand Driller	1.45	1.46	1.59	—	1.59	—	6,151	—	6,151
14	Gulla Carrier	1.40	1.40	1.51	—	1.51	—	102	—	102
15	Dhani	1.31	1.36	1.47	—	1.45	—	9,388	488	9,876
16	Mason	1.25	1.37	1.36	0.73	1.36	—	50	—	50
17	Helper	1.23	1.31	1.32	—	1.32	—	63	—	63
18	Surface Mazdoor	1.17	1.26	1.42	1.16	1.32	—	1,723	346	2,069
19	Bhati Man	1.13	1.13	0.97	1.12	1.08	—	8	4	12
All occupations in the industry										
		1.52	1.57	1.68	0.91	1.65	—	96.31	3.69	100.00
Percentage of workers in the above occupations										

# STATEMENT XLIV

## AVERAGE WAGE RATES AND EARNINGS OF WORKERS IN IMPORTANT OCCUPATIONS IN THE IRON ORE MINES

Serial No.	Name of Occupation	Average Wage Rate per day (in Rs.)		Average Earnings per day (in Rs.)				Estimated Number of Workers					
		Min.	Max.	Men	Women	Time	Piece	Overall	Men	Women	Time	Piece	Total
1	Mistry	4.22	4.98	6.56	—	—	6.56	—	402	—	402	—	402
2	Truck Driver	3.67	4.19	5.31	—	—	5.31	—	97	—	97	—	97
3	Tractor Shovel Operator	3.47	4.45	4.04	—	—	4.04	—	12	—	12	—	12
4	Driver (Diesel)	3.34	4.03	5.21	—	—	5.21	—	97	—	97	—	97
5	Machinist	3.15	4.40	5.54	—	—	5.54	—	15	—	15	—	15
6	Junior Mechanic	3.16	5.17	3.40	—	—	3.40	—	11	—	11	—	11
7	Fitter Gr. I	3.16	4.44	5.31	—	—	5.31	—	76	—	76	—	76
8	Machine Driller	3.11	3.65	4.90	—	—	4.90	—	337	—	326	11	337
9	Attendant 'B'	2.82	3.77	3.61	—	—	3.61	—	72	—	72	—	72
10	Incline Operator	2.72	3.35	4.14	—	—	4.14	—	57	—	57	—	57
11	Compressor Driver	2.69	3.27	3.76	—	—	3.76	—	78	—	78	—	78
12	Line Mistry	2.64	3.16	4.12	—	—	4.12	—	16	—	16	—	16
13	Fire Man (Loco)	2.44	3.16	4.03	—	—	4.03	—	113	—	113	—	113
14	Shot Firer	2.32	2.69	3.20	—	—	3.20	—	132	—	152	—	152
15	Mate	2.05	2.63	2.91	—	—	2.91	—	520	—	520	—	520
16	Helper,	1.99	2.35	3.19	—	—	3.19	—	370	—	370	—	370
17	Khalasi Compressor	1.76	2.01	2.25	1.50	—	2.25	—	126	1	127	—	127
18	Pointman	1.66	2.15	2.84	—	—	2.84	—	132	—	152	—	152
19	Trolleyman	1.64	1.75	2.04	—	—	2.04	—	101	—	101	—	101
20	Burra Weekly	1.56	1.80	2.03	—	—	2.03	—	753	—	753	—	753
21	Hand Driller	1.41	2.11	1.59	—	—	1.59	—	1,364	—	548	816	1,364
22	Kamin/ <i>Mazdoor</i> Raza	1.29	1.63	2.12	1.47	1.83	2.00	0.93	11,299	5,074	15,681	692	16,373
23	Sweeper	1.28	1.51	1.97	—	—	1.90	—	247	—	239	—	486
24	Skip Loader	1.14	1.55	1.44	—	—	1.44	—	22	—	22	—	22
25	Miner	0.73	1.99	1.42	1.53	1.70	1.70	1.46	12,097	5,125	3,515	13,707	17,222
All occupations in the industry		1.17	1.93	1.99	1.58	2.37	1.45	1.86	97.8	99.7	97.2	100.0	98.3
Percentage of workers in the above occupations													

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